



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

Commissioner of Education
President of the University of the State of New York
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January 7, 2013

Cynthia Ford-Johnston, Superintendent
Keene Central School District
33 Market Street
Keene Valley, NY 12943

Dear Superintendent Ford-Johnston:

Congratulations. I am pleased to inform you that your Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved for the 2012-2013 school year. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR. If any material changes are made to your approved APPR plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.
Commissioner

Attachment

c: Craig L. King

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

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

Annual Professional Performance Reviews: 2012-13

Created Tuesday, July 10, 2012

Updated Friday, December 21, 2012

1

Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 150601040000

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

150601040000

1.2) School District Name: KEENE CSD

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

KEENE CSD

1.3) School Improvement Grant (SIG) Districts Only

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

Not applicable

1.4) Award Classification

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

(No response)

1.5) Assurances

Please check all of the boxes below:

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

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

Re-submission to address deficiencies

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

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

Annual (2012-13)

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

Created Sunday, October 21, 2012

Updated Friday, January 04, 2013

Page 1

STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	State-approved 3rd party assessment	TerraNova 3
1	State-approved 3rd party assessment	TerraNova 3
2	State-approved 3rd party assessment	TerraNova 3

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in	Individual targets will be based on the students' baseline data. Administrators will approve the targets.
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this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene Central School teachers depending upon the number of students in the class/grade. Included in the SLO is the determination of which HEDI scale will be used based on student population. Refer to table in 2.11.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have 85% or more of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have 86% or more of their students reaching their target.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

2.3) Grades K-3 Math

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

	Math	Assessment
K	State-approved 3rd party assessment	TerraNova 3
1	State-approved 3rd party assessment	TerraNova 3
2	State-approved 3rd party assessment	TerraNova 3

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in	Individual targets will be based on the students' baseline data. Administrators will approve the targets.
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this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene Central School teachers depending upon the number of students in the class/grade. Included in the SLO is the determination of which HEDI scale will be used based on student population. Refer to table in 2.11.
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Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

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	Not applicable	NA (common branch)
7	State-approved 3rd party assessment	TerraNova 3

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or	Individual targets will be based on the students' baseline data. Administrators will approve the targets. Given that small class sizes will alter the results in rating,
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graphic at 2.11, below.	two HEDI scales have been developed for use by Keene Central School teachers depending upon the number of students in the class/grade. Included in the SLO is the determination of which HEDI scale will be used based on student population. Refer to table in 2.11.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have 85% or more of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have 86% or more of their students reaching their target.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

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	Not applicable	NA (common branch)
7	State-approved 3rd party assessment	TerraNova 3
8	State-approved 3rd party assessment	TerraNova 3

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Individual targets will be based on the students' baseline data. Administrators will approve the targets. Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene Central School teachers depending upon the number of students in the class/grade. Included in the SLO is the determination of which HEDI scale will be used based on student population.
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	Refer to table in 2.11.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have 85% or more of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have 86% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	District, regional, or BOCES-developed assessment	Keene Central School developed Global 1 assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Individual targets will be based on the students' baseline data. Administrators will approve the targets. Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene
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	Central School teachers depending upon the number of students in the class/grade. Included in the SLO is the determination of which HEDI scale will be used based on student population. Refer to table in 2.11.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have 85% or more of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have 86% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

2.7) High School Science Regents Courses

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

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

	Science Regents Courses	Assessment
Living Environment	Regents Assessment	Regents assessment
Earth Science	Regents Assessment	Regents assessment
Chemistry	Regents Assessment	Regents assessment
Physics	Regents Assessment	Regents assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Individual targets will be based on the students' baseline data. Administrators will approve the targets. Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene
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Central School teachers depending upon the number of students in the class/grade.
Included in the SLO is the determination of which HEDI scale will be used based on student population.
Refer to table in 2.11.

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

For classes with 10 or more students, teachers receiving this designation will have 85% or more of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have 86% or more of their students reaching their target.

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

For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.

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

For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.

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

For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

2.8) High School Math Regents Courses

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

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

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

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

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

Individual targets will be based on the students' baseline data. Administrators will approve the targets.
Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene Central School teachers depending upon the number of

	students in the class/grade. Included in the SLO is the determination of which HEDI scale will be used based on student population. Refer to table in 2.11.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have 85% or more of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have 86% or more of their students reaching their target.
Effective (9 - 17 points) Results meet District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.
Developing (3 - 8 points) Results are below District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target. For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

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	State approved 3rd party assessment	TerraNova 3
Grade 10 ELA	State approved 3rd party assessment	TerraNova 3
Grade 11 ELA	Regents assessment	NY State Comprehensive English Regents

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Individual targets will be based on the students' baseline data. Administrators will approve the targets. Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene Central School teachers depending upon the number of
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Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

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

Individual targets will be based on the students' baseline data. Administrators will approve the targets. Given that small class sizes will alter the results in rating, two HEDI scales have been developed for use by Keene Central School teachers depending upon the number of students in the class/grade. Included in the SLO is the determination of which HEDI scale will be used based on student population. For teachers in subject areas that do not have a State Assessment the building wide results for elementary grades 3-8 ELA and Math will be used to determine the growth component as well as the high school five (5) required State Regents (Living Environment, Algebra I, Global Studies, US History and English). The building wide result will be average of results for grades 3 through 8, as well as the high school scores. The total number of students that achieve success based on the chart divided by the total number of opportunities for success will determine the overall teacher point score. Refer to table in 2.11

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

For classes with 10 or more students, teachers receiving this designation will have 85% or more of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have 86% or more of their students reaching their target.

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

For classes with 10 or more students, teachers receiving this designation will have between 72% and 84% of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have between 59% and 85% of their students reaching their target.

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

For classes with 10 or more students, teachers receiving this designation will have between 60% and 71% of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have between 41% and 58% of their students reaching their target.

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

For classes with 10 or more students, teachers receiving this designation will have between 0% and 59% of their students reaching their target.
For classes with less than 10 students, teachers receiving this designation will have between 0% and 40% of their students reaching their target.

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

(No response)

2.11) HEDI Tables or Graphics

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

assets/survey-uploads/5364/202284-TXEttx9bQW/2.11 (R4).pdf

2.12) Locally Developed Controls

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

Note: The only allowable controls or adjustments for Comparable Growth Measures are those used in State Growth measures, which include: student prior academic history, students with disabilities, English language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents.

none

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

2.14) Assurances | Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.

Checked

3. Local Measures (Teachers)

Created Sunday, October 21, 2012

Updated Friday, January 04, 2013

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
5	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

6	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
7	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
8	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.3.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet the expectations of the district and demonstrate opportunities for improvement.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement.

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
5	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
6	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
7	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
8	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.3.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.3) HEDI Tables or Graphics

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

[assets/survey-uploads/5139/202297-rhJdBgDruP/3.3 \(R4\).pdf](assets/survey-uploads/5139/202297-rhJdBgDruP/3.3 (R4).pdf)

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)

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

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

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

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

6) A school-wide measure of either student growth or achievement based on either:

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

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

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
1	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
2	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
3	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
1	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
2	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
3	6(ii) School-wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
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this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	Not applicable	NA (common branch)
7	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
8	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	Not applicable	NA (common branch)
7	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
8	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Global 2	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

American History	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
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For High School Social Studies: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Earth Science	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Chemistry	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Physics	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

For High School Science: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a

teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Geometry	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Algebra 2	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
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this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet expectations of the district and demonstrate opportunities for improvement
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Grade 10 ELA	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English
Grade 11 ELA	6(ii) School wide measure computed locally	NYS 3 - 8 ELA Math assessments, five NYS Regents: Living Environment, Algebra I, US History, Global and English

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	All teachers will receive one score. Reference explanation, methodology and HEDI charts in 3.13.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectation
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are at the average range and meet the expectations for proficiency for the district.

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

(No response)

3.13) HEDI Tables or Graphics

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

assets/survey-uploads/5139/202297-y92vNseFa4/3.13 (R4).pdf

3.14) Locally Developed Controls

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

(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.

Multiple scores will be weighed equally and divided to determine final score.

3.16) Assurances

Please check all of the boxes below:

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

3.16) Assurances | Assure that all locally-selected measures for a teacher are different than any measures used for the State assessment or other comparable measures subcomponent. Checked

4. Other Measures of Effectiveness (Teachers)

Created Sunday, October 21, 2012

Updated Wednesday, January 02, 2013

Page 1

4.1) Teacher Practice Rubric

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

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

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

NYSUT Teacher Practice Rubric (2012 Edition)

(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 (e.g., "probationary teachers"):

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	60
One or more observation(s) by trained independent evaluators	(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	(No response)

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

Teachers' performance will be assessed using multiple measures grounded in the New York State Teaching Standards. The NYSUT Teacher Rubric will be used to assess teacher's professional practice. Evidence for evaluations will be determined through three (3) observations, two of which shall be formal and one may be a walk through for probationary teachers and two observations, one of which shall be formal and one may be a walkthrough for tenured teachers will be conducted. Other measures included in the evaluation include, teacher created materials (portfolio/resume) and any other resources provided by the teacher. The teacher will assume shared responsibility with the administrator for gathering and presenting the evidence to the administrator. The goal is to create an accurate portrayal of the teacher's effectiveness and professional performance. Evidence gathered in the formal, informal and other materials will be used to create the summative evaluation. At least one of the observations will be an unannounced visit to the classroom.

All observations will be conducted by a Board of Education approved certified evaluator. Evidence for each teacher will be systematically organized using the NYSUT teacher evaluation system. Each teacher will receive a final average score on the 1-4 rubric rating scale.

This score is then converted to a HEDI rating. The HEDI rating categories are:

1.0 - 1.4 Ineffective

1.5 - 2.4 Developing

2.5 - 3.4 Effective

3.5 - 4.0 Highly Effective

The rubric score will then be converted to a 60 point composite score.

The process for the math conversion includes the following: Each standard will receive a score from 1 to 4. At the conclusion of the observation a subtotal will be created and then divided by the number of standards evaluated in the observation. At the conclusion of the two observations, we will add the scores together and divide by 2 to determine the professional rating (for example: 3.1) this will then be converted to a sub-component score as per the chart (ranging from 0-60) and a HEDI rating ranging from Ineffective to Highly Effective for this portion of the 60 points.

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

<assets/survey-uploads/5091/202316-eka9yMJ855/4.5.pdf>

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	3.5 - 4.0 Highly Effective or 59 - 60 on the composite score Rounding rules will not result in overlapping of the grading bands.
Effective: Overall performance and results meet NYS Teaching Standards.	2.5 - 3.4 Effective or 57 - 58 on the composite score Rounding rules will not result in overlapping of the grading bands.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	1.5 - 2.4 Developing or 50 - 56 on the composite score Rounding rules will not result in overlapping of the grading bands.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	1.0 - 1.4 Ineffective or 0 - 49 on the composite score Rounding rules will not result in overlapping of the grading bands.

Provide the ranges for the 60-point scoring bands.

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

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

5. Composite Scoring (Teachers)

Created Tuesday, November 20, 2012

Updated Friday, December 21, 2012

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

For the 2013-2014 school year and beyond, the Commissioner shall review the specific scoring ranges for each of the rating categories annually before the start of each school year and shall recommend any changes to the Board of Regents for consideration.

5.1) The 2012-13 scoring ranges for educators for whom there is no approved Value-Added measure of student growth will be:

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

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

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

Created Sunday, October 21, 2012

Updated Friday, January 04, 2013

Page 1

6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/202327-Df0w3Xx5v6/6.2\(R\).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:

Keene Appeals Process

All appeals will be done in a manner that is timely and expeditiously consistent with and pursuant to Education Law 3012-c(5)(a).

Teachers who receive an overall effective rating or highly effective rating will not be able to avail themselves to a formal appeals

process; they are, however, encouraged to meet with their evaluator and/or Superintendent to discuss any and all areas of concern.

It is recognized that a teacher may proceed through the grievance procedures of the Collective Bargaining Agreement solely to challenge the District's adherence to any procedural standards set forth in the Collective Bargaining Agreement that apply to the issuance of an Annual Professional Performance Review or a Teacher Improvement Plan. However, nothing shall in any way restrict or affect the District's authority to terminate the appointment of or deny tenure to a probationary teacher, for statutorily or constitutionally permissible reasons other than performance of the teacher, including but not limited to misconduct. Any such termination or denial shall not in any way be subject to the grievance procedure contained in the Collective Bargaining Agreement.

The following appeal process would be available to tenured teachers who receive an ineffective or developing rating as follows:

ONE INEFFECTIVE OR DEVELOPING RATING:

Level 1:

Following a developing or ineffective rating, the professional shall be encouraged and shall be entitled to schedule a follow up meeting to informally discuss with the Evaluator any and all issues related to the evaluation rating. A request for a meeting shall be submitted in writing and a meeting should be scheduled at a mutually agreeable time within 10 school days of when the professional receives a copy of the evaluation. If the evaluation is completed and submitted to the Professional after the last day of the school year, the 10 school days shall commence on the first school day for bargaining unit members of the following academic year. The parties have the ability to present oral and/or written statements supplementing their position. The written response of the Evaluator shall be submitted to the Professional within 5 school days of the meeting. The teacher is encouraged to bring a representative of their association to such meetings.

Level 2:

If the Professional is not satisfied that the matter has been resolved to his/her satisfaction, within 5 school days following the receipt of the decision of the evaluator, the Professional may request an appeal to a panel as described herein.

The parties agree to formulate a panel, comprised of three people, to hear the appeal of one ineffective or developing rating and such panel shall not present an inordinate financial burden to either party. The panel shall consist of one representative chosen by the District, one representative chosen by Association and the third member to be mutually chosen by the parties. The third party panel member shall be chosen within five (5) school days of the filing of the appeal. Should the parties be unable to agree on the third panel member, then one shall be chosen randomly from a list of names (not to exceed three each) provided by each of the first two panel members. Members of the panel must be trained as provided for under 3012-c.

The parties further agree that such panel shall:

- Hear appeals in a timely manner after the appeal is made; and*
- Issue a decision regarding the appeal within 3 school days after the appeal meeting; and*
- Make a recommendation regarding the appeal based on the totality of information that was presented at the appeal meeting.*

The panel's final determination shall not be subject to the grievance procedure or challengeable in any other forum.

If the appeal is in regards to a developing rating, the determination of the panel shall be final and binding.

If the appeal is in regards to an ineffective rating, the professional may request an additional appeal to the Superintendent.

Level 3:

If the Professional is not satisfied that the matter has been resolved to his/her satisfaction, within 5 school days following the receipt of the decision of the Evaluator, the Professional may request a meeting with the Superintendent or his/her designee. A request for a meeting shall be submitted in writing and a meeting should be scheduled at a mutually agreeable time within 5 school days of when the professional received a copy of the Evaluators decision and the panel's recommendation. The parties have the ability to present oral and/or written statements supplementing their position.

The Superintendent must issue a written decision within 5 school days of hearing the appeal.

If the Superintendent designates someone on their behalf as provided for above, they are prohibited from designating the initial

Evaluator. The designee must be trained as provided for under 3012-c. Examples include but are not be limited to: BOCES Administrator; Superintendent from neighboring district and /or Independent Trained Evaluator.

If the appeal is in regards to an ineffective rating, the decision of the Superintendent or designee shall be final and binding.

TWO CONSECUTIVE INEFFECTIVE RATINGS:

If a Professional receives 2 consecutive ineffective ratings, they shall be encouraged and shall be entitled to appeal the second ineffective rating as follows:

- 1. The Professional shall follow steps outlined in Level 1 and Level 2 as described above.*
- 2. If the Professional is not satisfied with the resolution as provided for in Level 2, the Professional shall be entitled to appeal.*

Appeals shall be limited to:

- 1. the substance of the annual professional performance review (Supt.);*

If the Professional is not satisfied that the matter has been resolved to his/her satisfaction, within 5 school days following the receipt of the decision of the Evaluator, the Professional may request a meeting with the Superintendent or his/her designee. A request for a meeting shall be submitted in writing and a meeting should be scheduled at a mutually agreeable time within 5 school days of when the professional received a copy of the Evaluators decision and the panel's recommendation. The parties have the ability to present oral and/or written statements supplementing their position.

The Superintendent must issue a written decision within 5 school days of hearing the appeal.

If the Superintendent designates someone on their behalf as provided for above, they are prohibited from designating the initial Evaluator. The designee must be trained as provided for under 3012-c. Examples include but are not be limited to: BOCES Administrator; Superintendent from neighboring district and /or Independent Trained Evaluator.

The decision of the Superintendent or designee shall be final and binding.

- 2. the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012c of the Education Law (Supt.);*

If the Professional is not satisfied that the matter has been resolved to his/her satisfaction, within 5 school days following the receipt of the decision of the Evaluator, the Professional may request a meeting with the Superintendent or his/her designee. A request for a meeting shall be submitted in writing and a meeting should be scheduled at a mutually agreeable time within 5 school days of when the professional received a copy of the Evaluators decision and the panel's recommendation. The parties have the ability to present oral and/or written statements supplementing their position.

The Superintendent must issue a written decision within 5 school days of hearing the appeal.

If the Superintendent designates someone on their behalf as provided for above, they are prohibited from designating the initial Evaluator. The designee must be trained as provided for under 3012-c. Examples include but are not be limited to: BOCES Administrator; Superintendent from neighboring district and /or Independent Trained Evaluator.

The decision of the Superintendent or designee shall be final and binding.

- 3. the school district's adherence to the Regulations of the Commissioner and compliance with any applicable locally negotiated procedures (Grievance)*

Appeal filed as per Collective Bargaining Agreement.;

- 4. the school district's issuance and/or implementation of the terms of the teacher's improvement plan, (Grievance) Appeal filed as per Collective Bargaining Agreement; and*

- 5. any issue not raised in the written appeal shall be deemed waived.*

The decision of the Superintendent or designee shall be final and binding.

Prohibition against more than one appeal: A teacher or principal may not file multiple appeals regarding the same performance review or improvement plan. All grounds for appeal must be raised with specifically within one appeal. Any grounds not raised at the time the appeal is filed shall be deemed null and void.

Burden of proof: In an appeal, the teacher or principal has the burden of proof of demonstrating a clear and legal right to the relief requested and the burden of establishing the facts upon which petitioner seeks relief.

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

This appeals procedure constitutes the exclusive means for initiating, reviewing, and resolving any and all appeals within the scope of Sections I and II above. A teacher may not resort to any other contractual grievance procedure for the resolution of these appeals, except as otherwise authorized by law.

Nothing in this appeals procedure will restrict the right of the district or the obligation of the teacher to proceed in accordance with otherwise standard practice, e.g., implementation of an improvement plan or denial/granting of tenure, while an appeal is pending.

6.4) Training and Certification of Lead Evaluators and Evaluators

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

The Board of Education will ensure that all evaluators have been trained and that all lead evaluators have been trained and certified in accordance with regulation. The district will utilize the CEWW BOCES Network Team evaluator / lead evaluator training in accordance with SED procedures and processes. The training will be on-going and occur on a routine basis throughout the school year with the total training time commensurate with SED expectations.

Teacher Evaluator Training Description: Evaluator Training

Lead evaluator training will include training on:

- 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;*
- 4- Application and use of the teacher rubric, including training on the effective application of such rubrics to observe a teacher's practice;*
- 5- Application and use of any assessment tools that the school district or BOCES utilizes to evaluate its classroom teachers, included 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 locally selected measures of student achievement used by the district to evaluate its teachers;*
- 7- Use of Statewide Instructional Reporting System;*
- 8- The scoring methodology 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 overall rating and their subcomponent ratings; and*
- 9- Specific considerations in evaluating teachers of English language learners and students with disabilities.*

The District will ensure that lead evaluators participate in annual training and are re-certified on an annual basis. The training will be provided by the CEWW Network Team administrators as well as additional training through SED or other professional development offerings from around the State including but not limited to other BOCES trainings. The annual training will include information to maintain inter-rater reliability.

The school board will annually certify that the Superintendent and Principal as evaluators and will review to determine that all observations have been completed in accordance with this plan.

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

• Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

6.6) Assurances -- Teachers Assure the entire APPR plan will be completed for each teacher as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher's performance is being measured.	Checked
---	---------

6.6) Assurances -- Teachers Assure that the district or BOCES will provide the teacher's score and rating on the locally selected measures subcomponent, if available, and on the other	Checked
---	---------

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Tuesday, November 20, 2012

Updated Friday, December 21, 2012

Page 1

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

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

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

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

K-12
(No response)

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

Please check the boxes below:

7.2) Assurances -- State-Provided Measures of Student Growth Assure that the value-added growth score provided by NYSED will be used, where applicable	Checked
7.2) Assurances -- State-Provided Measures of Student Growth Assure that the State-provided growth measure will be used if a value-added measure has not been approved for 2012-13	Checked

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

First, list the school or program type this SLO applies to. Then, using the drop-down boxes below, please select the assessment that will be used for SLOs for the school/program listed. Finally, name the specific assessment listing the full name of the assessment. Districts or BOCES that intend to use a district, regional, or BOCES-developed assessment must include the name, grade, and subject of the assessment. For example, a regionally-developed 7th grade Social Studies assessment would be written as follows: [INSERT SPECIFIC NAME OF REGION]-developed 7th grade Social Studies assessment.

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

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

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

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

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

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

Note: The only allowable controls or adjustments for Comparable Growth Measures are those used in State Growth measures, which

include: prior student achievement results, students with disabilities, English language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents.

No special considerations.

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

Created Tuesday, November 20, 2012

Updated Friday, January 04, 2013

Page 1

Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-12	(d) measures used by district for teacher evaluation	NYS 4-8 ELA/Math tests / Regents Results of the 5 Required Exams (Algebra I, US History, Global, English, Living Environment)

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.	Reference the charts and description of methodology in uploaded file below.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are exceptional and exceed the expectations
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are in the average range and meet the proficiency level
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores do not meet the expectations and demonstrate opportunities for improvements
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Combined test scores are not acceptable and significantly reflect a need for immediate improvement

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

(No response)

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

[assets/survey-uploads/5366/243092-qBFVOWF7fC/8.1 \(R4\).pdf](#)

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

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

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

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

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

(b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)

(c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8

(d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations

(e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades

(f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades

(g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)

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

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

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

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	(No response)
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA

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

(No response)

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

(No response)

8.3) Locally Developed Controls

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

None

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:

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

9. Other Measures of Effectiveness (Principals)

Created Tuesday, November 27, 2012

Updated Wednesday, January 02, 2013

Page 1

9.1) Principal Practice Rubric

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

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

Multidimensional Principal Performance Rubric

(No response)

9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

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

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

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

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

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

The Principal performance will be assessed using multiple measures grounded in the Multidimensional Principal Performance Rubric. The one K-12 Principal shall be assessed by the Superintendent, a trained evaluator, formally twice per year. Such evaluation may consist of any combination of the following: direct observation, review of events and communication and review of Principal created materials (portfolio/resume), and or other resources provided by the Principal. The goal is to create an accurate portrayal of the Principal's effectiveness and professional performance.

The principal's performance on each of the 6 ISLLC standards will reviewed and assessed annually.

Using the MPPR rubric, each domain will receive a score from a 1-4. At the conclusion of the observation a subtotal will be created and then divided by the number of standards evaluated. The scores will then be added together and divided by 2 to determine the annual professional rating. This averaged rating from 1 - 4, will then be converted to a sub-component score ranging from 0-60 and a HEDI score rating from Ineffective to Highly Effective for this portion of the 60 points. Those ratings will then be averaged to determine a composite score. Standard rounding rules shall apply for any resulting decimal.

Rounding rules will not result in overlapping grading bands.

The Principal will receive a final average score on the 1 - 4 rating scale. This score is then converted to a HEDI rating. The HEDI rating categories are:

1.0 - 1.4 Ineffective

1.5 - 2.4 Developing

2.5 - 3.4 Effective

3.5 - 4.0 Highly Effective

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

[assets/survey-uploads/5143/251405-pMADJ4gk6R/9.7 HEDI Conversion Chart.pdf](#)

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

Highly Effective: Overall performance and results exceed standards.	3.5 - 4.0 Highly effective or 59-60 on the composite score
Effective: Overall performance and results meet standards.	2.5 - 3.4 Effective or 57 - 58 on the composite score
Developing: Overall performance and results need improvement in order to meet standards.	1.5 - 2.4 Developing or 50 - 56 on the composite score
Ineffective: Overall performance and results do not meet standards.	1.0 - 1.4 Ineffective or 0 - 49 on the composite

Please provide the locally-negotiated 60 point scoring bands.

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

9.8) School Visits

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

Probationary Principals

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

Tenured Principals

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

10. Composite Scoring (Principals)

Created Thursday, November 29, 2012

Updated Friday, December 21, 2012

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

For the 2013-2014 school year and beyond, the Commissioner shall review the specific scoring ranges for each of the rating categories annually before the start of each school year and shall recommend any changes to the Board of Regents for consideration.

10.1) The 2012-13 scoring ranges for principals for whom there is no approved Value-Added measure of student growth will be:

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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

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

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Tuesday, November 27, 2012

Updated Friday, December 21, 2012

Page 1

11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

[assets/survey-uploads/5276/251510-Df0w3Xx5v6/Principal Improvement Plan Forms.pdf](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Any appeal will be handled in a timely and expeditious manner pursuant to Education Law section 3012-c(5)(a).

Appeals Process

The following appeal process would be available to a principal who receives a developing or an ineffective rating and is as follows:

Level 1:

Following a developing or an ineffective rating, the professional shall be encouraged and shall be entitled to schedule a follow up meeting to informally discuss with the Evaluator any and all issues related to the evaluation rating. A request for a meeting shall be submitted in writing and a meeting should be scheduled at a mutually agreeable time within 10 school days of when the professional receives a copy of the evaluation. If the evaluation is completed and submitted to the Professional after the last day of the school year, the 10 school days shall commence on the first school day for bargaining unit members of the following academic year. The parties have the ability to present oral and/or written statements supplementing their position. The written response of the Evaluator shall be submitted to the Professional within 5 school days of the meeting. The principal is encouraged to bring legal representation to such meetings.

Level 2:

If the Professional is not satisfied that the matter has been resolved to his/her satisfaction, within 5 school days following the receipt of the decision of the evaluator, the Professional may request an appeal to a panel as described herein.

The parties agree to formulate a panel, comprised of three people, to hear the appeal of one ineffective or developing rating and such panel shall not present an inordinate financial burden to either party. The panel shall consist of one representative chosen by the District, one representative chosen by the principal and the third member to be mutually chosen by the parties. The third party panel member shall be chosen within five (5) school days of the filing of the appeal. Should the parties be unable to agree on the third panel member, then one shall be chosen randomly from a list of names (not to exceed three each) provided by each of the first two panel members. Members of the panel must be trained as provided for under 3012-c.

The parties further agree that such panel shall:

- Hear appeals in a timely manner after the appeal is made; and*
- Issue a decision regarding the appeal within 3 school days after the appeal meeting; and*
- Make a recommendation regarding the appeal based on the totality of information that was presented at the appeal meeting.*

The panel's final determination shall not be subject to the grievance procedure or challengeable in any other forum.

If the appeal is in regards to a developing rating, the determination of the panel shall be final and binding.

If the appeal is in regards to an ineffective rating, the professional may request an additional appeal to the Board of Education.

Level 3:

If the Professional is not satisfied that the matter has been resolved to his/her satisfaction, within 5 school days following the receipt of the decision of the panel, the Professional may request a meeting with the Board of Education or their designee. A request for a meeting shall be submitted in writing and a meeting should be scheduled at a mutually agreeable time within 5 school days of when the professional received a copy of the Evaluators decision and the panel's recommendation. The parties have the ability to present oral and/or written statements supplementing their position.

If the Board of Education designates someone on their behalf as provided for above, they are prohibited from designating the initial Evaluator. The designee must be trained as provided for under 3012-c. Examples include but are not be limited to: BOCES Administrator; Superintendent from neighboring district and /or Independent Trained Evaluator.

The decision of the Board of Education or designee shall be final and binding.

TWO CONSECUTIVE INEFFECTIVE RATINGS:

If a Professional receives 2 consecutive ineffective ratings, they shall be encouraged and shall be entitled to appeal the second ineffective rating as follows:

- 1. The Professional shall follow steps outlined in Level 1 and Level 2 as described above.*
- 2. If the Professional is not satisfied with the resolution as provided for in Level 2, the Professional shall be entitled to appeal.*

Appeals shall be limited to:

- 1. the substance of the annual professional performance review; Proceed as outlined in Level 3 above.*
- 2. the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012c of the Education Law; Proceed as outlined in Level 3 above.*
- 3. the school district's adherence to the Regulations of the Commissioner and compliance with any applicable locally negotiated procedures (Grievance); As per Collective Bargaining Agreement*
- 4. the school district's issuance and/or implementation of the terms of the principal's improvement plan, (Grievance): As per Collective Bargaining Agreement; and*
- 5. any issue not raised in the written appeal shall be deemed waived.*

If the appeal is in regards to an ineffective rating, the decision of the Board of Education or their designee shall be final and binding.

Prohibition against more than one appeal: A principal may not file multiple appeals regarding the same performance review or improvement plan. All grounds for appeal must be raised with specifically within one appeal. Any grounds not raised at the time the appeal is filed shall be deemed null and void.

Burden of proof: In an appeal, the principal has the burden of proof of demonstrating a clear and legal right to the relief requested and the burden of establishing the facts upon which petitioner seeks relief.

The entire appeals record will be part of the principal's APPR

This appeals procedure constitutes the exclusive means for initiating, reviewing, and resolving any and all appeals within the scope of Sections I and II above. A principal may not resort to any other contractual grievance procedure for the resolution of these appeals, except as otherwise authorized by law.

Nothing in this appeals procedure will restrict the right of the district or the obligation of the principal to proceed in accordance with otherwise standard practice, e.g., implementation of an improvement plan or denial/granting of tenure, while an appeal is pending.

The Regulations of the NYS Commissioner of Education state, tenured principals with a pattern of ineffective performance - defined by law as two consecutive annual "ineffective" ratings - may be charged and considered for termination through an expedited hearing process.

11.4) Training and Certification of Lead Evaluators and Evaluators

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

The Keene Central Board of Education will ensure that all evaluators have been trained and certified in accordance with regulation. The district will utilize the CEWW BOCES Network Team evaluator/lead evaluator training in accordance with SED procedures and processes. The training will occur frequently throughout the school year with the total training time commensurate with SED expectations. Lead evaluator training will include training on all the nine elements:

- 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;*
- 4) Application and use of the teacher or principal rubric(s), 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 locally selected measures of student achievement used by the district to evaluate its teachers or principal;*
- 7) Use of the Statewide Instructional Reporting System;*

- 8) *The scoring methodology including how scores are generated for each subcomponent and the composite effectiveness score and application and use the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the teacher's and principal's overall rating and their subcomponent ratings; and*
- 9) *Specific considerations in evaluating teachers and principals of English language learners and students with disabilities.*

Upon completion of the initial year-long training for evaluators, administrators will be certified as lead evaluators. Administrators responsible for teacher/principal evaluation will continue training on an annual basis through participation in the annual training follow-up training for evaluators provided by the CEWW BOCES Network Team. This training will support the continued growth in understanding of the nine elements of performance review listed above. Administrators who complete the annual follow-up training will be re-certified as lead evaluators. The Board of Education designates the superintendent to ensure that lead evaluators participate in the initial year-long training for lead evaluators and then participates in ongoing training on an annual basis for the purposes of continued growth in understanding of the teacher performance evaluation process. The CEWW BOCES Network Team will utilize to provide the initial training for evaluators/lead evaluators and the annual training, thereafter, for the purposes of continued growth, will maintain inter-rater reliability of evaluators over time. The Board of Education will annually re-certify the evaluator/lead evaluator.

11.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

-
- Checked
-

11.6) Assurances -- Principals

Please check all of the boxes below:

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

11.7) Assurances -- Data

Please check all of the boxes below:

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

12. Joint Certification of APPR Plan

Created Monday, November 19, 2012

Updated Friday, January 04, 2013

Page 1

12.1) Upload the Joint Certification of the APPR Plan

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

<assets/survey-uploads/5581/240920-3Uqgn5g9Iu/Keene Central School District Certification 1:4:13.pdf>

File types supported for uploads

PDF (preferred)

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

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

Open Office (.odt, .ott)

Images (.jpg, .gif)

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

Please note that .docx, .pptx, and .xlsx formats are not entirely supported.

Please save your file types as .doc, .ppt or .xls respectively before uploading.

Growth Score

Teacher expectations for student growth defined in a SLO based on a State Assessment.

These charts will be used to aid teachers and administrators in setting targets.

Performance Level	End: 1	End: 2	End: 3	End: 4
Start: 1	No	Yes	Yes	Yes
Start: 2	No	Yes	Yes	Yes
Start: 3	No	No	Yes	Yes
Start: 4	No	No	Yes	Yes

For a course with a Regents Examination the levels listed above equate to:

Performance Level 1: 54 or below

Performance Level 2: 55 – 64

Performance Level 3: 65 – 84

Performance Level 4: 85 – 100

For all required core courses- each student will be given an assessment at the beginning of the course to determine prior knowledge in that subject area. This assessment will be similar to and cover content that will be on the Regents Examination, TerraNova or the district developed end of the year assessment with the appropriate rigor and relevance. The preliminary student score (score in September) will not be used in grade calculations, but will provide a baseline for each student from which growth can be measured. The percentage of students meeting growth expectations as defined above will be used to determine the teacher points for this area of the evaluation as listed in one of the tables in chart 2 depending on the enrollment for the class.

APPR Growth Measure Point Scale Conversion

15 Point Scale

15 Point Scale			
		Course/Class of:	
		10 or More enrolled students	Less than 10 enrolled students
HEDI	Scale Point	% Meeting Target	% Meeting Target
Highly Effective	15	100-93	100-94
	14	92-85	93-86
Effective	13	84-82	85-81
	12	81-80	80-73
	11	79-78	72-67
	10	77-76	66-61
	9	75-74	60-64
	8	73-72	63-59
Developing	7	71-69	58-55
	6	68-66	54-51
	5	65-64	50-47
	4	63-62	46-43
	3	61-60	42-41
Ineffective	2	59-50	40-31
	1	49-40	30-21
	0	39-0	20-0

APPR Growth Measure Point Scale Conversion

20 Point Scale

20 Point Scale			
		Course/Class of:	
		10 or More enrolled students	Less than 10 enrolled students
HEDI	Scale Point	% Meeting Target	% Meeting Target
Highly Effective	20	100-95	100-96
	19	94-90	95-91
	18	89-85	90-86
Effective	17	84	85-83
	16	83	82-80
	15	82	79-77
	14	81	76-74
	13	80	73-71
	12	79-78	70-68
	11	77-76	67-65
	10	75-74	64-62
	9	73-72	61-59
Developing	8	71-70	58-56
	7	69-68	55-53
	6	67-66	52-50
	5	65-64	49-47
	4	63-62	46-44
	3	61-60	43-41
Ineffective	2	59-50	40-31
	1	49-40	30-21
	0	39-0	20-0

Keene Central School - Teacher - Local – 3.3 (R4)

Local Assessment Determination

The District will use a building score for the entire teaching staff as the local assessment. This score will be based on a combination of NYS 3-8 ELA and NYS 3-8 Math State test results and the State results from the five (5) required regents exam areas (English, Algebra I, Global, US History and Living Environment).

Calculations

Grades 3-8 scores will be determined as follows:

3-8 ELA Test:

The school will use the mean average scale score results from the 3-8 ELA test as compared to the mean average score of the State average taking the test. Any deviation from the average (plus or minus) will be given the score as provided below.

3-8 Math Test:

The same formula will be used as described above for the math portion of the score.

These two averages will then be combined and averaged to determine a score which will comprise one-half of the building score.

Local Measures (15 pts.)

Average of Mean Average of State Tests in Math & English Grades 3-8

Conversion Chart:

Teacher Score/ Deviation

15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
4 or greater	3	2	1	0	-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11 or less

Example:

ELA State 3-8 average mean score = 664

ELA KCS 3-8 average mean score = 669

Deviation = +5

Chart Score = 15

Math State 3-8 average mean score = 683

Math KCS 3-8 average mean score = 687

Deviation = +4

Chart Score = 15

Average= 15 points

Regents scores will be determined as follows:

Averages of percentage passing from the following regents exams will be used to determine the points for all: English, US History, Global Studies, Living Environment and Algebra I

15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
99-100%	92-98%	86-91%	79-85%	72-78%	70-71%	65-69%	60-64%	54-59%	50-53%	45-49%	40-44%	35-39%	30-34%	25-29%	0-24%

Example:

Regents passing percentage from the five subject tests:

English = 100

US History = 100

Global Studies = 94

Living Environment = 100

Algebra = 100

Mean Average = 98

Points as per Chart = 14

Standard rounding rules apply.

Scores will be combined as follows:

The averages ELA deviation score will be converted to HEDI score.

The average Math deviation score will be converted to HEDI score.

Each will be weighted 25%.

The percentage of students passing the five regents will be converted to HEDI score.

This will be weighted 50%.

This calculation will then be used for the every teacher in the district.

The following scoring mechanism will be used to identify the relationship between achievement on the assessment and the translation to the subcomponent composite scoring ranges.

Highly Effective	Effective	Developing	Ineffective
14-15	8-13	3-7	0-2

Keene Central School - Local - Explanation/Methodology 3.13(R)

Local Assessment Determination (20%)

The District will use a building score for the entire teaching staff as the local assessment. This score will be based on a combination of NYS 3-8 ELA and NYS 3-8 Math State test results and the State results from the five (5) required regents exam areas (English, Algebra I, Global, US History and Living Environment).

Calculations

Elementary scores will be determined as follows:

3-8 ELA Test:

The school will use the mean average scale score results from the 3-8 ELA test as compared to the mean average score of the State average taking the test. Any deviation from the average (plus or minus) will be given the score as provided below.

3-8 Math Test:

The same formula will be used as described above for the math portion of the score.

These two averages will then be combined and averaged to determine a score which will comprise one-half of the building score.

Local Measures (20%)

Average of Mean Average of State Tests in Math & English Grades 3-8

Teacher Score/ Deviation

20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
+7=	+6	+5	+4	+3	+2	+1	0	-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11	-12	-13
or																				= 0:
>																				<
than																				than

Example:

ELA State 3-8 average mean score = 664

ELA KCS 3-8 average mean score = 669

Deviation = +5

Chart Score = 18

Math State 3-8 average mean score = 683

Math KCS 3-8 average mean score = 687

Deviation = +4

Chart Score = 17

Average= 17.5 points

High school scores will be determined as follows:

Averages of percentage passing from the following regents exams will be used to determine the points for all: English, US History, Global Studies, Living Environment and Algebra I

20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
95-100%	90-94%	85-89%	83-84%	79-82%	76-78%	72-75%	70-71%	66-69%	61-65%	56-60%	51-55%	46-50%	41-45%	36-40%	31-35%	26-30%	21-25%	16-20%	11-15%	10

Example:

Regents passing percentage from the five subject tests:

English = 100

US History = 100

Global Studies = 94

Living Environment = 100

Algebra = 100

Mean Average = 98

Points as per Chart = 20

The Local School-wide score for all teachers will be determined by averaging the points.

Standard rounding rules apply.

Scores will be combined as follows:

The average ELA deviation score will be converted to HEDI score.

The average Math deviation score will be converted to HEDI score.

Each will be weighted 25%.

The percentage of students passing the five regents will be converted to HEDI score.

This will be weighted 50%.

This calculation will then be used for each teacher.

NYSUT TED Rubric Example

Assessment of Teacher Effectiveness Standard	Observation #1 and Evidence Score	Observation #2 and Evidence Score	Observation #3 and Evidence Score
Standard 1 Knowledge of Student and Student Learning	3		4
Standard 2 Knowledge of Content and Instructional Planning	4		
Standard 3 Instructional Practice	3		3
Standard 4 Learning Environment		3	
Standard 5 Assessment for Student Learning	2		4
Standard 6 Professional Responsibilities and Collaboration			3
Standard 7 Professional Growth			2
Subtotal of observation and evidence column	12	3	16
Divide by the number of standards evaluated in each column	$12/4 = 3$	$3/1 = 3$	$16/5 = 3.2$
Average the final scores	$9.2/3 = 3.06$		
Total score of Professional Practice 1-4 Rating	3.06		
HEDI Rating	Effective		
Sub-component score	58		

Scoring Methodology for the 60% Teacher Effects

Converting points to a rating

The teacher's rating will drive how many points the teacher will receive toward the composite score. In this subcomponent, the teacher should first be rated according to the rubric, that rating would determine where the teacher falls in the HEDI categories, and then the points are applied. For example, a teacher that scores 3.0 on the rubric would translate to a score in the "effective" range. The teacher would then receive 58 points toward the composite score.

Calculating Steps

- Taking into account the SED preset scales for the other two sub-components and the composite scores, NYSUT calculated the scale (point distribution) for each rating category (Highly Effective=59-60, Effective=57-58, Developing=50-56, Ineffective=0-49) for this sub-component.
- Once these sub-component scale scores were determined, a calculation was done to determine how much each rubric score category of 1-4 would be worth, based on the number of points within each category. For example, a 1 on the rubric equates to an ineffective rating, the number of possible rubric points in the 1 range would need to equate to the 49 points of the ineffective subcomponent score. SED requires that all points 0-60 are reachable, so the rubric scores in the Ineffective range were expanded in order to accommodate all of the possible scores 0-49. Each category conversion was calculated based on the possible number of rubric scores and the number of sub-component points within each category.

Teacher Effects Conversion Scale

Level	Overall rubric average score	60 point distribution for composite
Ineffective	1-1.4	0-49
Developing	1.5-2.4	50-56
Effective	2.5-3.4	57-58
Highly Effective	3.5-4	59-60

The detailed conversion chart below allows districts to convert any average rubric score to a specific conversion score for that sub-component.

Rubric Score to Sub-Component Conversion Chart

Total Average Rubric Score	Category	Conversion score for composite
Ineffective 0-49		
1.000		0
1.008		1
1.017		2
1.025		3
1.033		4
1.042		5
1.050		6
1.058		7
1.067		8
1.075		9
1.083		10
1.092		11
1.100		12
1.108		13
1.115		14
1.123		15
1.131		16
1.138		17
1.146		18
1.154		19
1.162		20
1.169		21
1.177		22
1.185		23
1.192		24
1.200		25
1.208		26
1.217		27
1.225		28
1.233		29
1.242		30
1.250		31
1.258		32
1.267		33
1.275		34
1.283		35
1.292		36
1.300		37
1.308		38
1.317		39
1.325		40
1.333		41
1.342		42
1.350		43
1.358		44
1.367		45

1.375		46
1.383		47
1.392		48
1.400		49
Developing 50-56		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.6
2.4		56.3 (Round to 56)
Effective 57-58		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3		58
3.1		58.2 (Round to 58)
3.2		58.4 (Round to 58)
3.3		58.6 (Round to 58)
3.4		58.8 (Round to 58)
Highly Effective 59-60		
3.5		59
3.6		59.3
3.7		59.5
3.8		59.8
3.9		60
4		60.25 (round to 60)

Keene Central School - Teachers Improvement Plans 6.2(R)

Teacher Improvement Plans

TIPs will be utilized when based upon recommendations and observations a teacher's performance requires improvement.

Such a plan shall be developed in consultation with the affected bargaining unit member, the evaluator and a representative of the association (unless waived by the bargaining unit member).

The TIP will be initiated within 10 school days from the opening of classes in the school year following the performance year.

TEACHER IMPROVEMENT PLAN WORKSHEET

(To be completed jointly by teacher and administrator/supervisor)

Name _____

Bldg. _____

Gr./Subj. _____

Date _____

Area(s) Needing Improvement/Desired Outcome	Action Steps (Provide Detailed Description)	Support/Resources Provided	Who is Responsible Teacher Responsibilities Admin/Supervisor Responsibilities	Benchmarks/Checkpoints Evaluation Dates

Teacher's Comments: _____

Administrator's Comments: _____

Teacher's Signature _____ Date _____

Administrator's Signature _____ Date _____

In June the progress made on the TIP shall be assessed in the same manner it was developed and recorded in the following manner. It is the responsibility of the teacher to provide evidence of improvement and adherence to the plan.

TEACHER IMPROVEMENT PLAN EVALUATION SHEET

Name _____ Bldg. _____ Gr./Subj. _____ Evaluation _____
 Date _____

Area(s) Needing Improvement/Desired Outcomes	Action Steps Completed	Support/Resources Provided	Satisfactory Progress? (Provide comment for Justification)	Area Satisfied?

Teacher's Comments: _____

Administrator's Comments/Recommendations: _____

 Teacher's Signature

 Date

 Administrator's Signature

 Date

Keene Central School - Principal - Local - 8.1 (R4)

Local Assessment Determination

The District will use a building score for the building Principal as the local assessment. This score will be based on a combination of NYS 3-8 ELA and NYS 3-8 Math State test results and the State results from the five (5) required regents exam areas (English, Algebra I, Global, US History and Living Environment).

Calculations

Elementary scores will be determined as follows:

3-8 ELA Test:

The school will use the mean average scale score results from the 3-8 ELA test as compared to the mean average score of the State average taking the test. Any deviation from the average (plus or minus) will be given the score as provided below.

3-8 Math Test:

The same formula will be used as described above for the math portion of the score.

These two averages will then be combined and averaged to determine a score which will comprise one-half of the building score.

Local Measures (15 pts.)

Average of Mean Average of State Tests in Math & English Grades 3-8

Principal Score/ Deviation

15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
4 or greater	3	2	1	0	-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11 or less

Example:

ELA State 3-8 average mean score = 664

ELA KCS 3-8 average mean score = 669

Deviation = +5

Chart Score = 15

Math State 3-8 average mean score = 683

Math KCS 3-8 average mean score = 687

Deviation = +4

Chart Score = 15

Average= 15 points

High school scores will be determined as follows:

Averages of percentage passing from the following regents exams will be used to determine the points for all: English, US History, Global Studies, Living Environment and Algebra I

15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
99- 100%	92- 98%	86- 91%	79- 85%	72- 78%	70- 71%	65- 69%	60- 64%	54- 59%	50- 53%	45- 49%	40- 44%	35- 39%	30- 34%	25- 29%	0- 24%

Example:

Regents passing percentage from the five subject tests:

English = 100

US History = 100

Global Studies = 94

Living Environment = 100

Algebra = 100

Mean Average = 98

Points as per Chart = 14

Standard rounding rules apply.

Scores will be combined as follows:

The averages ELA deviation score will be converted to HEDI score.

The average Math deviation score will be converted to HEDI score.

Each will be weighted 25%.

The percentage of students passing the five regents will be converted to HEDI score.

This will be weighted 50%.

This calculation will then be used for the principal in the district.

Rubric Score to Sub-Component Conversion Chart

Total Average Rubric Score	Category	Conversion score for composite
Ineffective 0-49		
1.000		0
1.008		1
1.017		2
1.025		3
1.033		4
1.042		5
1.050		6
1.058		7
1.067		8
1.075		9
1.083		10
1.092		11
1.100		12
1.108		13
1.115		14
1.123		15
1.131		16
1.138		17
1.146		18
1.154		19
1.162		20
1.169		21
1.177		22
1.185		23
1.192		24
1.200		25
1.208		26
1.217		27
1.225		28
1.233		29
1.242		30
1.250		31
1.258		32
1.267		33
1.275		34
1.283		35
1.292		36
1.300		37
1.308		38
1.317		39
1.325		40
1.333		41
1.342		42
1.350		43
1.358		44
1.367		45

1.375		46
1.383		47
1.392		48
1.400		49
Developing 50-56		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.6
2.4		56.3 <i>round to 56</i>
Effective 57-58		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3		58
3.1		58.2 <i>round to 58</i>
3.2		58.4 <i>round to 58</i>
3.3		58.6 <i>round to 58</i>
3.4		58.8 <i>round to 58</i>
Highly Effective 59-60		
3.5		59
3.6		59.3
3.7		59.5
3.8		59.8
3.9		60
4		60.25 (round to 60)

Principal Improvement Plan

A Principal Improvement Plan (PIP) is designed to provide support through communication, discussion and collaboration in the identified area(s) in need of growth/improvement. In addition to the administrator, other representatives may participate in the development of the plan, at the discretion of the Principal. Participants will jointly determine the action plan to address areas in need of growth/improvement. It is agreed that the primary responsibility for growth/improvement remains with the Principal.

Rationale for PIP: Any Principal who received an ineffective or developing APPR composite score will participate in an improvement plan.

Any Principal may be requested to participate in a PIP. A PIP may be developed in instances where there are areas in need of improvement for a Principal with an effective APPR composite score.

Area(s) in Need of Improvement: As evidenced by observation on or at the conclusion of an APPR.

Linked to ISLLIC Standards (PIP): Identify at least 1-3 STANDARD areas in need. Plan should contain clear, measurable goals.

Desired Outcomes/Goals: Including but not limited to:

- Release time for observations
- Mentor meetings
- Professional development
- One-on-one counseling
- Peer counseling (individual or group)
- Input from other supervisors
- Scheduled observations
- Journal writing

Timeline for Completion: Ranges depending on complexity of plan (maximum of one year).

Benchmarks/Checkpoints: Each identified area should have a least one benchmark.

Progress Assessment: Evidenced/documented.

PRINCIPAL IMPROVEMENT PLAN EVALUATION SHEET

Name _____ Bldg. _____ Evaluation Date _____

Area(s) Needing Improvement/Desired Outcomes	Action Steps Completed	Support/Resources Provided	Satisfactory Progress? (Provide comment for Justification)	Area Satisfied?

Principal's Comments: _____

Administrator's
Comments/Recommendations: _____

Administrator's Signature *Date*

PRINCIPAL IMPROVEMENT PLAN WORKSHEET
 (To be completed jointly by administrator/supervisor)

Name _____ Bldg. _____ Evaluation Date _____

Area(s) Needing Improvement/Desired Outcome	Action Steps (Provide Detailed Description)	Support/Resources Provided	Who is Responsible Principal Responsibilities Admin/Supervisor Responsibilities	Benchmarks/Checkpoints Evaluation Dates

Administrator's
 Comments: _____

 Administrator's Signature Date

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

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

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

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

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

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

Signatures, dates

Superintendent Signature: Date:

Gretchen Ford-Johnson 1-4-2013

Teachers Union President Signature: Date:

Ceryll MacJannet 1/4/2013

Administrative Union President Signature: Date:

Daniel J. Mayberry 1/4/13

Board of Education President Signature: Date:

D. McFarland 1/4/13