



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
89 Washington Avenue, Room 111
Albany, New York 12234

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August 19, 2014

Revised-Expedited Assessment Material Change

Dr. Tonie McDonald, Superintendent
Levittown Union Free School District
150 Abbey Lane
Levittown, NY 11756

Dear Superintendent McDonald:

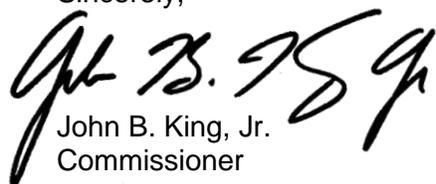
Congratulations. I am pleased to inform you that your Annual Professional Performance Review Plan (APPR) Expedited Assessment Material Change submission meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved. As a reminder, we are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

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

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

Thank you again for your hard work.

Sincerely,


John B. King, Jr.
Commissioner

Attachment

c: Thomas Rogers

NOTES:

Only the material changes included in your Expedited Assessment Material Change request were reviewed. The remaining sections of your district's/BOCES' plan, as approved by the Commissioner on November 29, 2012, remain in effect. Therefore, it is the responsibility of the district/BOCES to ensure that the change(s) approved will not have any impact on the implementation of any other part of its approved plan.

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.

EXPEDITED MATERIAL CHANGE FORM

Directions:

The following certification form is for use by school districts/BOCES that request to make a material change to their approved Annual Professional Performance Review (APPR) plan that relates solely to the elimination of unnecessary student assessments as described in Section 30-2.3(a)(2) of the Rules of the Board of Regents. For more information please see <http://www.regents.nysed.gov/meetings/2014/February2014/214p12hea1.pdf>.

Districts/BOCES that wish to submit material changes to their approved APPR plan for use in the current school year must complete and submit this form to EducatorEval (educatoreval@mail.nysed.gov) **no later than March 1**. Please note that the Department will not accept late submissions of this form. **Please type “Expedited Assessment Material Change” in the subject line of your email to ensure an expedited review of your material change request.**

The superintendent, district superintendent, or chancellor of each school district/BOCES must provide a written explanation of the changes to their approved APPR plan in addition to the required certification below---that no other material changes have been made to other portions of the APPR plan. In the form below, please identify the relevant Task(s) (2, 3, 7, and/or 8), as listed in the APPR Portal, that will be impacted by your requested material change. In each sub-task, please also indicate if changes were made to the selected assessment, HEDI process, and/or assignment of points.

The Department shall complete the review of properly and completely submitted material changes **within 10 business days of submission**. In order to be considered properly and completely submitted, the submission must include this form with all appropriate signatures and dates and a corresponding submission in the APPR Portal (as described above) that meets the requirements of Education Law §3012-c and Subpart 30-2 of the Board of Regents. If a plan is reviewed and rejected by the Department because it was not properly and completely submitted or for any other reason, the 10 business day requirement for an expedited review does not apply until a new, properly and completely submitted material change is submitted for approval.

Please note that the Department will only review the Task(s) and sub-task(s) indicated in this certification form and no other portion of the APPR plan will be reviewed by the Department for compliance with Education Law §3012-c. Therefore, it is the responsibility of the district/BOCES to assure that the changes requested will not have an impact on the implementation of any other part of their approved APPR plan since the Department will not be reviewing the remaining portions of the approved APPR plan for compliance with Education Law §3012-c. The Department recommends that school districts/BOCES consult with their local counsel before submitting this certification form and any changes to their currently approved plan in the APPR Portal.



LEVITTOWN PUBLIC SCHOOLS



MEMORANDUM

TO: New York State Education Department
FROM: Dr. Tonie McDonald, Superintendent of Schools
DATE: July 24, 2014
SUBJECT: 2014 APPR Plan Changes

A handwritten signature in black ink, appearing to read 'T. McDonald', positioned to the right of the 'FROM:' line.

The changes made to the APPR Plan for 2014-15 are only in the area of Student Growth (Task 2) for those teachers that do not receive a Growth Score from the State. Student Learning Objectives will use the Class-wide Minimum Rigor Target Model as described on EngageNY. Each SLO will have a minimum rigor target for what would reflect the “Meets” level of performance. This will be determined by reviewing historical data. The district will analyze the past 3 years of assessment data to determine the appropriate target for each course. This model holds all students to a consistent level of expectation and will indicate if students have met the district and school’s expectation for growth and have the knowledge and skills necessary for the course of study.

As a result of this change, the district eliminates the need for all pre-assessments administered under the previous year’s APPR Plan, as well as any unnecessary post-assessments. This will significantly lower the amount of time students spend taking assessments.

No material changes have been made to the other portions of the APPR Plan.

Name of school district or BOCES: Levittown Public Schools

Please check the applicable boxes below to indicate which portions of the APPR plan have been changed that relate to the elimination of unnecessary assessments on students.

Task 2. State Growth or Other Comparable Measures (Teachers)

2.2) Grades K-3 ELA

| | |
|---|--|
| <input checked="" type="checkbox"/> Kindergarten ELA Assessment | <input checked="" type="checkbox"/> Grade 1 ELA Assessment |
| <input checked="" type="checkbox"/> Kindergarten ELA HEDI Process | <input checked="" type="checkbox"/> Grade 1 ELA HEDI Process |
| <input type="checkbox"/> Kindergarten ELA Assignment of Points | <input type="checkbox"/> Grade 1 ELA Assignment of Points |
| <input checked="" type="checkbox"/> Grade 2 ELA Assessment | <input checked="" type="checkbox"/> Grade 3 ELA HEDI Process |
| <input checked="" type="checkbox"/> Grade 2 ELA HEDI Process | <input type="checkbox"/> Grade 3 ELA Assignment of Points |
| <input type="checkbox"/> Grade 2 ELA Assignment of Points | |

2.3) Grades K-3 Math

| | |
|--|---|
| <input checked="" type="checkbox"/> Kindergarten Math Assessment | <input checked="" type="checkbox"/> Grade 1 Math Assessment |
| <input checked="" type="checkbox"/> Kindergarten Math HEDI Process | <input checked="" type="checkbox"/> Grade 1 Math HEDI Process |
| <input type="checkbox"/> Kindergarten Math Assignment of Points | <input type="checkbox"/> Grade 1 Math Assignment of Points |
| <input checked="" type="checkbox"/> Grade 2 Math Assessment | <input checked="" type="checkbox"/> Grade 3 Math HEDI Process |
| <input checked="" type="checkbox"/> Grade 2 Math HEDI Process | <input type="checkbox"/> Grade 3 Math Assignment of Points |
| <input type="checkbox"/> Grade 2 Math Assignment of Points | |

2.4) Grades 6-8 Science

| | |
|--|--|
| <input checked="" type="checkbox"/> Grade 6 Science Assessment | <input checked="" type="checkbox"/> Grade 7 Science Assessment |
| <input checked="" type="checkbox"/> Grade 6 Science HEDI Process | <input checked="" type="checkbox"/> Grade 7 Science HEDI Process |
| <input type="checkbox"/> Grade 6 Science Assignment of Points | <input type="checkbox"/> Grade 7 Science Assignment of Points |
| <input checked="" type="checkbox"/> Grade 8 Science HEDI Process | |
| <input type="checkbox"/> Grade 8 Science Assignment of Points | |

2.5) Grades 6-8 Social Studies

| | |
|---|---|
| <input type="checkbox"/> Grade 6 Social Studies Assessment | <input type="checkbox"/> Grade 7 Social Studies Assessment |
| <input checked="" type="checkbox"/> Grade 6 Social Studies HEDI Process | <input checked="" type="checkbox"/> Grade 7 Social Studies HEDI Process |
| <input type="checkbox"/> Grade 6 Social Studies Assignment of Points | <input type="checkbox"/> Grade 7 Social Studies Assignment of Points |
| <input type="checkbox"/> Grade 8 Social Studies Assessment | |
| <input checked="" type="checkbox"/> Grade 8 Social Studies HEDI Process | |
| <input type="checkbox"/> Grade 8 Social Studies Assignment of Points | |

2.6) High School Social Studies Regents Courses

| | |
|---|---|
| <input type="checkbox"/> Global 1 Assessment | <input checked="" type="checkbox"/> Global 2 HEDI Process |
| <input checked="" type="checkbox"/> Global 1 HEDI Process | <input type="checkbox"/> Global 2 Assignment of Points |
| <input type="checkbox"/> Global 1 Assignment of Points | |
| <input checked="" type="checkbox"/> American History HEDI Process | |
| <input type="checkbox"/> American History Assignment of Points | |

2.7) High School Science Regents Courses

| | |
|---|--|
| <input checked="" type="checkbox"/> Living Environment HEDI Process | <input checked="" type="checkbox"/> Earth Science HEDI Process |
| <input type="checkbox"/> Living Environment Assignment of Points | <input type="checkbox"/> Earth Science Assignment of Points |
| <input checked="" type="checkbox"/> Chemistry HEDI Process | <input checked="" type="checkbox"/> Physics HEDI Process |
| <input type="checkbox"/> Chemistry Assignment of Points | <input type="checkbox"/> Physics Assignment of Points |

2.8) High School Math Regents Courses

| | |
|--|---|
| <input checked="" type="checkbox"/> Algebra 1 HEDI Process | <input checked="" type="checkbox"/> Geometry HEDI Process |
| <input type="checkbox"/> Algebra 1 Assignment of Points | <input type="checkbox"/> Geometry Assignment of Points |
| <input checked="" type="checkbox"/> Algebra 2 HEDI Process | |
| <input type="checkbox"/> Algebra 2 Assignment of Points | |

2.9) High School English Language Arts

| | |
|---|---|
| <input checked="" type="checkbox"/> Grade 9 ELA Assessment | <input checked="" type="checkbox"/> Grade 10 ELA Assessment |
| <input checked="" type="checkbox"/> Grade 9 ELA HEDI Process | <input checked="" type="checkbox"/> Grade 10 ELA HEDI Process |
| <input type="checkbox"/> Grade 9 ELA Assignment of Points | <input type="checkbox"/> Grade 10 ELA Assignment of Points |
| <input type="checkbox"/> Grade 11 ELA Assessment | |
| <input checked="" type="checkbox"/> Grade 11 ELA HEDI Process | |
| <input type="checkbox"/> Grade 11 ELA Assignment of Points | |

2.10) All Other Courses

| |
|---|
| <input checked="" type="checkbox"/> All other course(s) Assessment(s) |
| <input checked="" type="checkbox"/> All other course(s) HEDI Process |
| <input type="checkbox"/> All other course(s) Assignment of Points |

2.11) HEDI Table(s)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

Task 3. Locally-Selected Measures (Teachers)

3.1) Grades 4-8 ELA

| | |
|---|---|
| <input type="checkbox"/> Grade 4 ELA Assessment | <input type="checkbox"/> Grade 5 ELA Assessment |
| <input type="checkbox"/> Grade 4 ELA HEDI Process | <input type="checkbox"/> Grade 5 ELA HEDI Process |
| <input type="checkbox"/> Grade 4 ELA Assignment of Points | <input type="checkbox"/> Grade 5 ELA Assignment of Points |
| <input type="checkbox"/> Grade 6 ELA Assessment | <input type="checkbox"/> Grade 7 ELA Assessment |
| <input type="checkbox"/> Grade 6 ELA HEDI Process | <input type="checkbox"/> Grade 7 ELA HEDI Process |
| <input type="checkbox"/> Grade 6 ELA Assignment of Points | <input type="checkbox"/> Grade 7 ELA Assignment of Points |
| <input type="checkbox"/> Grade 8 ELA Assessment | |
| <input type="checkbox"/> Grade 8 ELA HEDI Process | |
| <input type="checkbox"/> Grade 8 ELA Assignment of Points | |

3.2) Grades 4-8 Math

| | |
|--|--|
| <input type="checkbox"/> Grade 4 Math Assessment | <input type="checkbox"/> Grade 5 Math Assessment |
| <input type="checkbox"/> Grade 4 Math HEDI Process | <input type="checkbox"/> Grade 5 Math HEDI Process |
| <input type="checkbox"/> Grade 4 Math Assignment of Points | <input type="checkbox"/> Grade 5 Math Assignment of Points |
| <input type="checkbox"/> Grade 6 Math Assessment | <input type="checkbox"/> Grade 7 Math Assessment |
| <input type="checkbox"/> Grade 6 Math HEDI Process | <input type="checkbox"/> Grade 7 Math HEDI Process |
| <input type="checkbox"/> Grade 6 Math Assignment of Points | <input type="checkbox"/> Grade 7 Math Assignment of Points |
| <input type="checkbox"/> Grade 8 Math Assessment | |
| <input type="checkbox"/> Grade 8 Math HEDI Process | |
| <input type="checkbox"/> Grade 8 Math Assignment of Points | |

3.3) HEDI Table(s) or Graphic(s)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

3.4) Grades K-3 ELA

| | |
|--|---|
| <input type="checkbox"/> Kindergarten ELA Assessment | <input type="checkbox"/> Grade 1 ELA Assessment |
| <input type="checkbox"/> Kindergarten ELA HEDI Process | <input type="checkbox"/> Grade 1 ELA HEDI Process |
| <input type="checkbox"/> Kindergarten ELA Assignment of Points | <input type="checkbox"/> Grade 1 ELA Assignment of Points |
| <input type="checkbox"/> Grade 2 ELA Assessment | <input type="checkbox"/> Grade 3 ELA Assessment |
| <input type="checkbox"/> Grade 2 ELA HEDI Process | <input type="checkbox"/> Grade 3 ELA HEDI Process |
| <input type="checkbox"/> Grade 2 ELA Assignment of Points | <input type="checkbox"/> Grade 3 ELA Assignment of Points |

3.5) Grades K-3 Math

| | |
|---|--|
| <input type="checkbox"/> Kindergarten Math Assessment | <input type="checkbox"/> Grade 1 Math Assessment |
| <input type="checkbox"/> Kindergarten Math HEDI Process | <input type="checkbox"/> Grade 1 Math HEDI Process |
| <input type="checkbox"/> Kindergarten Math Assignment of Points | <input type="checkbox"/> Grade 1 Math Assignment of Points |
| <input type="checkbox"/> Grade 2 Math Assessment | <input type="checkbox"/> Grade 3 Math Assessment |
| <input type="checkbox"/> Grade 2 Math HEDI Process | <input type="checkbox"/> Grade 3 Math HEDI Process |
| <input type="checkbox"/> Grade 2 Math Assignment of Points | <input type="checkbox"/> Grade 3 Math Assignment of Points |

3.6) Grades 6-8 Science

| | |
|---|---|
| <input type="checkbox"/> Grade 6 Science Assessment | <input type="checkbox"/> Grade 7 Science Assessment |
| <input type="checkbox"/> Grade 6 Science HEDI Process | <input type="checkbox"/> Grade 7 Science HEDI Process |
| <input type="checkbox"/> Grade 6 Science Assignment of Points | <input type="checkbox"/> Grade 7 Science Assignment of Points |
| <input type="checkbox"/> Grade 8 Science Assessment | |
| <input type="checkbox"/> Grade 8 Science HEDI Process | |
| <input type="checkbox"/> Grade 8 Science Assignment of Points | |

3.7) Grades 6-8 Social Studies

| | |
|--|--|
| <input type="checkbox"/> Grade 6 Social Studies Assessment | <input type="checkbox"/> Grade 7 Social Studies Assessment |
| <input type="checkbox"/> Grade 6 Social Studies HEDI Process | <input type="checkbox"/> Grade 7 Social Studies HEDI Process |
| <input type="checkbox"/> Grade 6 Social Studies Assignment of Points | <input type="checkbox"/> Grade 7 Social Studies Assignment of Points |
| <input type="checkbox"/> Grade 8 Social Studies Assessment | |
| <input type="checkbox"/> Grade 8 Social Studies HEDI Process | |
| <input type="checkbox"/> Grade 8 Social Studies Assignment of Points | |

3.8) High School Social Studies Regents Courses

| | |
|--|--|
| <input type="checkbox"/> Global 1 Assessment | <input type="checkbox"/> Global 2 Assessment |
| <input type="checkbox"/> Global 1 HEDI Process | <input type="checkbox"/> Global 2 HEDI Process |
| <input type="checkbox"/> Global 1 Assignment of Points | <input type="checkbox"/> Global 2 Assignment of Points |
| <input type="checkbox"/> American History Assessment | |
| <input type="checkbox"/> American History HEDI Process | |
| <input type="checkbox"/> American History Assignment of Points | |

3.9) High School Science Regents Courses

| | |
|--|---|
| <input type="checkbox"/> Living Environment Assessment | <input type="checkbox"/> Earth Science Assessment |
| <input type="checkbox"/> Living Environment HEDI Process | <input type="checkbox"/> Earth Science HEDI Process |
| <input type="checkbox"/> Living Environment Assignment of Points | <input type="checkbox"/> Earth Science Assignment of Points |
| <input type="checkbox"/> Chemistry Assessment | <input type="checkbox"/> Physics Assessment |
| <input type="checkbox"/> Chemistry HEDI Process | <input type="checkbox"/> Physics HEDI Process |
| <input type="checkbox"/> Chemistry Assignment of Points | <input type="checkbox"/> Physics Assignment of Points |

3.10) High School Math Regents Courses

| | |
|---|--|
| <input type="checkbox"/> Algebra 1 Assessment | <input type="checkbox"/> Geometry Assessment |
| <input type="checkbox"/> Algebra 1 HEDI Process | <input type="checkbox"/> Geometry HEDI Process |
| <input type="checkbox"/> Algebra 1 Assignment of Points | <input type="checkbox"/> Geometry Assignment of Points |
| <input type="checkbox"/> Algebra 2 Assessment | |
| <input type="checkbox"/> Algebra 2 HEDI Process | |
| <input type="checkbox"/> Algebra 2 Assignment of Points | |

3.11) High School English Language Arts

| | |
|--|--|
| <input type="checkbox"/> Grade 9 ELA Assessment | <input type="checkbox"/> Grade 10 ELA Assessment |
| <input type="checkbox"/> Grade 9 ELA HEDI Process | <input type="checkbox"/> Grade 10 ELA HEDI Process |
| <input type="checkbox"/> Grade 9 ELA Assignment of Points | <input type="checkbox"/> Grade 10 ELA Assignment of Points |
| <input type="checkbox"/> Grade 11 ELA Assessment | |
| <input type="checkbox"/> Grade 11 ELA HEDI Process | |
| <input type="checkbox"/> Grade 11 ELA Assignment of Points | |

3.12) All Other Courses

| |
|---|
| <input type="checkbox"/> All other course(s) Assessment(s) |
| <input type="checkbox"/> All other course(s) HEDI Process |
| <input type="checkbox"/> All other course(s) Assignment of Points |

3.13) HEDI Table(s)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

Task 7. State Growth or Other Comparable Measures (Principals)

7.3) Students Learning Objectives as Comparable Growth Measures (20 points)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

7.3) HEDI Table(s)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

Task 8. Locally-Selected Measures (Principals)

8.1) Locally Selected Measures of Student Achievement for Principals With an Approved Value-Added Measure (15 points) (20 points until Value-Added is implemented)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

8.1) HEDI Table(s)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

8.2) Locally Selected Measures of Student Achievement for All Other Principals (20 points)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

8.2) HEDI Table(s)

| |
|--|
| <input type="checkbox"/> Listed course(s) Assessment(s) |
| <input type="checkbox"/> Listed course(s) HEDI Process |
| <input type="checkbox"/> Listed course(s) Assignment of Points |

Statement of Assurances

By signing this document, the superintendent, district superintendent, or chancellor, the president of the board of education and the collective bargaining agent(s) of the school district or BOCES, where applicable, certify that this expedited material change and the previously approved APPR plan and/or approved material changes constitute the district's or BOCES' complete Annual Professional Performance Review (APPR) plan, that collective bargaining negotiations have been completed on any requested material changes that affect provisions of the currently approved APPR plan that are subject to collective bargaining, and that such APPR plan complies with all of 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 district or BOCES and its collective bargaining agent(s), where applicable, also assure that upon information and belief, all statements made herein are true and accurate and that any applicable collective bargaining agreements for teachers and principals are consistent with and/or have been amended and/or modified or otherwise resolved to the extent required by Article 14 of the Civil Service Law, as necessary to require that all classroom teachers and building principals will be evaluated using a comprehensive annual evaluation system that rigorously adheres to Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents. The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that the district's or BOCES' complete APPR plan will be fully implemented by the school district or BOCES; that there are no collective bargaining agreements, memoranda of understanding, or any other agreements in any form that prevent, conflict or interfere with full implementation of the district's or BOCES APPR plan, including any approved material changes; and that no material changes will be made to the plan through collective bargaining or otherwise except with the approval of the Commissioner in accordance with Subpart 30-2 of the Rules of the Board of Regents.

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

- Assure that the material changes indicated in this form are in compliance with Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents.
- Assure that collective bargaining negotiations have been completed on any requested material changes that affect provisions of the currently approved APPR plan that are subject to collective bargaining,
- Assure that the district's or BOCES' request for an expedited review of their APPR plan is only for material changes related to the elimination of unnecessary assessments in the Tasks identified by the district or BOCES in this form and that no other Tasks of the district's or BOCES' approved APPR plan have been changed.
- Assure that any material changes approved by the Commissioner as part of this expedited review shall constitute part of the school district's or BOCES' currently approved APPR plan.
- Assure 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.
- Assure that the district's or BOCES' entire approved APPR plan, including any approved material change, will be posted on the district or BOCES website within 10 days after it is approved by the Commissioner.
- Assure that the district's or BOCES' request for an expedited material change will not prevent, conflict, or interfere with any existing collective bargaining agreement and/or full implementation of the APPR plan currently approved by the Department in any way or the described timeframes for submission of data in Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents. This includes, but is not limited to, that results will be provided and 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's or building principal's performance is being measured.

- Assure that the district or BOCES understands that the Department will only review, in an expedited fashion, the material changes described on this assurance form and that no other portion of the APPR plan will be reviewed as part of this material change request, by the Department for compliance with Education Law §3012-c and understands that the Commissioner reserves the right to revoke his/her approval of these material changes at any time if the Department determines that additional changes were made to the plan, other than those identified by the district or BOCES in this form.
- Assure that the district or BOCES will continue to fully implement the currently approved APPR plan and will not have collective bargaining agreements, memoranda of understanding, or any other agreements in any form that prevent that would prevent, conflict, or interfere with full implementation of the APPR plan.
- 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 the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to the regulations.
- Assure that the district or BOCES understands that the use of an expedited material change does not preclude the Department from conducting annual monitoring regarding the implementation of the requested change or of its entire approved APPR plan pursuant to the regulations.
- Assure that any material change to the APPR plan relating to assessment use will align with the applicable HEDI description(s) and uploaded document(s) for the given Task.

Signatures, Dates

Superintendent Signature: Date:

Tom McDonald 8/13/14

Teachers Union President Signature: Date:

Sheresa Rogers 8/14/14

Administrative Union President Signature: Date:

D-R 8/14/14

Board of Education President Signature: Date:

Peggy Maenghi 8/13/14

Effective May 10, 2014, the school district or BOCES also makes the following specific assurances with respect to their APPR plan:

Pursuant to Section 30-2.3(a)(4) of the Rules of the Board of Regents, the superintendent, district superintendent or chancellor certify that for the 2014-15 school year and thereafter:

- The amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for such grade.
- The amount of time devoted to test preparation under traditional standardized testing conditions for each classroom or program within a grade level does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for such grade.
- Time devoted to teacher administered classroom quizzes or exams, portfolio reviews or performance assessments, formative and diagnostic assessments, including but not limited to assessments used for diagnostic screening required by Education Law §3208(5), shall not be counted toward the aforementioned limits. Additionally, these calculations do not supersede the requirements of a section of the 504 plan of a qualified student with a disability or federal law relating to English language learners or the individualized education program (IEP) of a student with a disability; assessments that are otherwise required to be administered by federal law; and/or assessments used for diagnostic or formative purposes.

Superintendent / District Superintendent / Chancellor Signature: Date:

| |
|---|
|  8/13/14 |
|---|

Annual Professional Performance Reviews

Created Tuesday, April 30, 2013

Updated Monday, July 07, 2014

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 considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the APPR Plan approved by the Department. The Department also reserves the right to request further information from the school district or BOCES, as necessary, as part of its review.

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 280205030000

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

280205030000

1.2) School District Name: LEVITTOWN UFSD

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

LEVITTOWN UFSD

1.3) Assurances

Please check all of the boxes below:

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

1.4) Submission Status

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

Submission of material changes to an approved APPR plan

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

Created Tuesday, April 30, 2013

Updated Monday, August 11, 2014

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

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

2.1) Assurances

Please check the boxes below:

| | |
|--|---------|
| 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. | Checked |

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

State assessments, required if one exists

List of State-approved 3rd party assessments

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

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

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

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

2.2) Grades K-3 ELA

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

| | ELA | Assessment |
|---|--|------------------------------------|
| K | School-or BOCES-wide, group or team results based on State assessments | NYS ELA Assessment - Grade 3, 4, 5 |
| 1 | School-or BOCES-wide, group or team results based on State assessments | NYS ELA Assessment - Grade 3, 4, 5 |
| 2 | School-or BOCES-wide, group or team results based on State assessments | NYS ELA Assessment - Grade 3, 4, 5 |

| | ELA | Assessment |
|---|------------------|----------------------------|
| 3 | State assessment | 3rd Grade State Assessment |

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

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

The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11.

| | |
|---|--|
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 0.00 - 18.66% of students meet the 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. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: <http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing>).

| | Math | Assessment |
|---|--|-------------------------------------|
| K | School-or BOCES-wide, group or team results based on State assessments | NYS Math Assessment - Grade 3, 4, 5 |
| 1 | School-or BOCES-wide, group or team results based on State assessments | NYS Math Assessment - Grade 3, 4, 5 |
| 2 | School-or BOCES-wide, group or team results based on State assessments | NYS Math Assessment - Grade 3, 4, 5 |

| | Math | Assessment |
|---|------------------|----------------------------|
| 3 | State assessment | 3rd Grade State Assessment |

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 0.00 - 18.66% of students meet the 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 | School- or BOCES-wide, group or team results based on State assessments | NYS Science Assessment - Grade 8 |
| 7 | School- or BOCES-wide, group or team results based on State assessments | NYS Science Assessment - Grade 8 |

| | Science | Assessment |
|---|------------------|------------------------------------|
| 8 | State assessment | 8th Grade State Science Assessment |

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 0.00 - 18.66% of students meet the 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 | District, regional or BOCES-developed assessment | District-developed Grade 6 Social Studies assessment |
| 7 | District, regional or BOCES-developed assessment | District-developed Grade 7 Social Studies assessment |
| 8 | District, regional or BOCES-developed assessment | District-developed Grade 8 Social Studies assessment |

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

Comparable Growth Measures subcomponent. Include any district-determined expectations for measuring student growth on the assessments listed for this Task.

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet District goals for similar students. | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below District goals for similar students. | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0.00 - 18.66% of students meet the 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 | District-developed Gobal 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 measuring student growth on the assessments listed for this Task.

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet District goals for similar students. | 56.00 - 91.99% of students meet the target |

| | |
|--|--|
| Developing (3 - 8 points) Results are below District goals for similar students. | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0.00 - 18.66% of students meet the 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 measuring student growth on the assessments listed for this Task.

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet District goals for similar students. | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below District goals for similar students. | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0.00 - 18.66% of students meet the 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 measuring student growth on the assessments listed for this Task.

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

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. Students enrolled in Algebra will be taking the Common Core Algebra 1 Regents. Students enrolled in Geometry will be taking both the Geometry (2005 Standards) and Common Core Geometry Regents and the higher score will be used for APPR purposes. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet District goals for similar students. | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below District goals for similar students. | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0.00 - 18.66% of students meet the 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 | School-/BOCES-wide group/team results based on State assessments | Comprehensive English Regents |
| Grade 10 ELA | School-/BOCES-wide group/team results based on State assessments | Comprehensive English Regents |
| Grade 11 ELA | Regents assessment | 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 measuring student growth on the assessments listed for this Task.

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

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. Students will be taking the Comprehensive English Regents. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet District goals for similar students. | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below District goals for similar students. | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0.00 - 18.66% of students meet the target |

2.10) All Other Courses

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

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

| Course(s) or Subject(s) | Option | Assessment |
|--|---------------------------------------|---|
| All other Social Studies courses | District, Regional or BOCES-developed | District-developed course specific Social Studies assessments |
| All other English courses | District, Regional or BOCES-developed | District-developed course specific English assessments |
| All other Mathematics courses | District, Regional or BOCES-developed | District-developed course specific Mathematics assessments |
| All other Science courses | District, Regional or BOCES-developed | District-developed course specific Science assessments |
| High School Physical Education courses | District, Regional or BOCES-developed | District-developed course specific Physical Education assessments |
| Secondary Music courses | District, Regional or BOCES-developed | District-developed course specific Music assessments |
| All Business courses | District, Regional or BOCES-developed | District-developed course specific Business assessments |
| All LOTE courses | District, Regional or BOCES-developed | District-developed course specific LOTE assessments |
| High School Technology courses | District, Regional or BOCES-developed | District-developed course specific Technology assessments |

| | | |
|--|---|--|
| High School Art courses | District, Regional or BOCES-developed | District-developed course specific Art assessments |
| All Career & Technical courses | District, Regional or BOCES-developed | District-developed course specific Career & Technical assessments |
| High School Family & Consumer Science courses | District, Regional or BOCES-developed | District-developed course specific Family & Consumer Science assessments |
| All ELL Courses | State Assessment | Lab-R, NYSES LAT |
| All Health courses | District, Regional or BOCES-developed | District-developed course specific Health assessments |
| Elementary Music courses | School/BOCES-wide/group/team results based on State | NYS ELA Assessments grades 3-5 |
| Elementary and Middle School Physical Education | School/BOCES-wide/group/team results based on State | NYS Math and ELA Assessments grades 3-8 |
| Elementary and Middle School Art | School/BOCES-wide/group/team results based on State | NYS Math Assessments grades 3-8 |
| Elementary and Middle School Technology | School/BOCES-wide/group/team results based on State | NYS Math Assessments grades 3-8 |
| Elementary and Middle School Family and Consumer Science | School/BOCES-wide/group/team results based on State | NYS Math Assessments grades 3-8 |
| All other teachers not named above | District, Regional or BOCES-developed | District-developed course specific assessment |

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | The Minimum Rigor Expectation for Growth model will be used. Individual students either meet/do not meet the class-wide or school-wide minimum rigor target, which will be developed collaboratively using multiple years of relevant historical data. All targets will be reviewed by the Assistant Superintendent for Instruction and the Superintendent before final approval. The evaluator will provide one score between 0-20 points using the approved HEDI chart. See uploaded document in 2.11. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 92.00 - 100.00 % of students meet the target |
| Effective (9 - 17 points) Results meet District goals for similar students. | 56.00 - 91.99% of students meet the target |
| Developing (3 - 8 points) Results are below District goals for similar students. | 18.67 - 55.99% of students meet the target |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 0.00 - 18.66% of students meet the 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/5364/132927-TXEttx9bQW/Copy of SLO Calculator 20%.xlsx

2.12) Locally Developed Controls

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

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

For teachers of students with disabilities or teachers of ELL students the control will be set in the target achievement dependent upon student characteristics.

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://www.engageny.org/resource/student-learning-objectives-guidance-document). | 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 |

| | |
|--|---------|
| 2.14) Assurances Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade. | Checked |
|--|---------|

| | |
|---|---------|
| 2.14) Assurances Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment. | Checked |
|---|---------|

3. Local Measures (Teachers)

Created Tuesday, April 30, 2013

Updated Monday, August 11, 2014

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|------------------------|
| 4 | 6(ii) School wide measure computed locally | NYS 3-5 ELA Assessment |
| 5 | 6(ii) School wide measure computed locally | NYS 3-5 ELA Assessment |
| 6 | 6(ii) School wide measure computed locally | NYS 6-8 ELA Assessment |
| 7 | 6(ii) School wide measure computed locally | NYS 6-8 ELA Assessment |
| 8 | 6(ii) School wide measure computed locally | NYS 6-8 ELA Assessment |

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

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

| | |
|--|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |

| | |
|--|--------------------------|
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |

3.2) Grades 4-8 Math

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

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|------------------------|
| 4 | 6(ii) School wide measure computed locally | NYS 3-5 ELA Assessment |
| 5 | 6(ii) School wide measure computed locally | NYS 3-5 ELA Assessment |
| 6 | 6(ii) School wide measure computed locally | NYS 6-8 ELA Assessment |
| 7 | 6(ii) School wide measure computed locally | NYS 6-8 ELA Assessment |
| 8 | 6(ii) School wide measure computed locally | NYS 6-8 ELA Assessment |

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

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

| | |
|--|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.3 |

3.3) HEDI Tables or Graphics

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

assets/survey-uploads/5139/132959-rhJdBgDruP/Copy of perf index.xlsx

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

3.4) Grades K-3 ELA

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

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

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.5) Grades K-3 Math

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

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

For Grades K-3 Math: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.6) Grades 6-8 Science

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

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

| | |
|--|---------------------------|
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.7) Grades 6-8 Social Studies

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

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

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.8) High School Social Studies

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

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

| Locally-Selected Measure from List of Approved Measures | Assessment |
|---|------------|
|---|------------|

| | | |
|------------------|--|---------------------|
| Global 1 | 6(ii) School wide measure computed locally | NYS English Regents |
| Global 2 | 6(ii) School wide measure computed locally | NYS English Regents |
| American History | 6(ii) School wide measure computed locally | NYS English Regents |

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.9) High School Science

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

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

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|--------------------|---|---------------------|
| Living Environment | 6(ii) School wide measure computed locally | NYS English Regents |
| Earth Science | 6(ii) School wide measure computed locally | NYS English Regents |
| Chemistry | 6(ii) School wide measure computed locally | NYS English Regents |
| Physics | 6(ii) School wide measure computed locally | NYS English Regents |

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.10) High School Math

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

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

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|-----------|---|---------------------|
| Algebra 1 | 6(ii) School wide measure computed locally | NYS English Regents |
| Geometry | 6(ii) School wide measure computed locally | NYS English Regents |
| Algebra 2 | 6(ii) School wide measure computed locally | NYS English Regents |

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

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

NOTE: As applicable, please specify whether your district will be offering the Integrated Algebra Regents, the Common Core Algebra Regents, or both and how the HEDI process will be adjusted accordingly.

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

| | |
|--|---------------------------|
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.11) High School English Language Arts

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

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

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|--------------|---|---------------------|
| Grade 9 ELA | 6(ii) School wide measure computed locally | NYS English Regents |
| Grade 10 ELA | 6(ii) School wide measure computed locally | NYS English Regents |
| Grade 11 ELA | 6(ii) School wide measure computed locally | NYS English Regents |

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

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

3.12) All Other Courses

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

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

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

| Course(s) or Subject(s) | Locally-Selected Measure from List of Approved Measures | Assessment |
|---------------------------------------|---|---------------------------------------|
| All other Social Studies courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All other English courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All other Mathematics courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All other Science courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Physical Education courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Music courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Business courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All LOTE courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Technology courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Art courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Career & Technical courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Family & Consumer Science courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All ELL courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All Health Courses | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |
| All other teachers not named above | 6(ii) School wide measure computed locally | Grade appropriate NYS ELA Assessments |

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | In order to hold teachers of every subject to the expectation of the Common Core Standards that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 3.3 to delineate the assignment of HEDI categories for each building. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 3.13 |

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/5139/132959-y92vNseFa4/Copy of perf index.xlsx

3.14) Locally Developed Controls

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

Should any particular school's classification rate or ELL population significantly increase, adjustments will be made to target scores.

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.

The only teachers with more than one locally selected measure will be those that are shared between buildings. The locally selected measure for these teachers will be a weighted average of the locally selected measure used in each building in which they teach.

3.16) Assurances

Please check all of the boxes below:

| | |
|---|---------|
| 3.16) Assurances Assure the application of locally-developed controls will be rigorous, fair, and transparent. | Checked |
| 3.16) Assurances Assure that use of locally-developed controls will not have a disparate impact on underrepresented students in accordance with any applicable civil rights laws. | Checked |
| 3.16) Assurances Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded. | Checked |
| 3.16) Assurances Assure that procedures for ensuring data accuracy and integrity are being utilized. | Checked |
| 3.16) Assurances Assure that the process for assigning points for locally selected measures will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction. | Checked |
| 3.16) Assurances Assure that it is possible for an educator to earn each point, including 0, for the locally-selected measures subcomponent. | Checked |
| 3.16) Assurances Assure that locally-selected measures are rigorous and comparable across all classrooms in the same grade/subject in the district. | Checked |
| 3.16) Assurances If more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, certify that the measures are comparable based on the Standards of Educational and Psychological Testing. | Checked |
| 3.16) Assurances Assure that all locally-selected measures for a teacher are different than any measures used for the State assessment or other comparable measures subcomponent. | Checked |
| 3.16) Assurances Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for the grade. | Checked |
| 3.16) Assurances Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment. | Checked |

4. Other Measures of Effectiveness (Teachers)

Created Tuesday, April 30, 2013

Updated Monday, July 07, 2014

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4.1) Teacher Practice Rubric

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

The "Second Rubric" space is required for districts that have chosen an observation-only rubric (CLASS or NYSTCE) from the State-approved list. (Note: Any district may use multiple rubrics, as long as the same rubric(s) is used for all classroom teachers in a grade/subject across the district.)

| | |
|---------------------------------------|---|
| 4.1) Teacher Practice Rubric Rubric | Danielson's Framework for Teaching (2011 Revised Edition) |
|---------------------------------------|---|

| | |
|------------------------------|---------------|
| Second Rubric, if applicable | (No response) |
|------------------------------|---------------|

4.2) Points Within Other Measures

State the number of points (if any) that will be assigned to each of the following measures, making sure that the points total 60. If you are not using a particular measure, enter 0. This APPR form only provides one space for assigning points within other measures for teachers. If your district/BOCES prefers to assign points differently for different groups of teachers, enter the points assignment for one group of teachers below. For the other group(s) of teachers, fill out copies of this form and upload as an attachment for review. Is the following points assignment applicable to all teachers?

Yes

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

(No response)

| | |
|--|----|
| Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points] | 60 |
| One or more observation(s) by trained independent evaluators | |
| Observations by trained in-school peer teachers | |
| Feedback from students using State-approved survey tool | |
| Feedback from parents/caregivers using State-approved survey tool | |
| Structured reviews of lesson plans, student portfolios and other teacher artifacts | |

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

(No response)

4.3) Survey Tools (if applicable)

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

(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.

See uploaded table below.

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/5091/132981-eka9yMJ855/Danielson points.docx

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

| | |
|---|--|
| Highly Effective: Overall performance and results exceed NYS Teaching Standards. | Professional practice at the highly effective level is that of a master professional whose practices exceed effective standards. Teaching at this level shows evidence of students highly engaged in learning and making material contributions to the success of the class. These teachers apply knowledge of individual students to affect maximum student engagement, through highly positive interactions and high expectations that are conducive to high level learning. |
| Effective: Overall performance and results meet NYS Teaching Standards. | Professional practice at the effective level demonstrates thorough knowledge of all aspects of the profession. Evidence demonstrates successful, accomplished and effective practice. Teachers at this level thoroughly understand academic content, curriculum design/development and their students. Teaching at this level utilizes a broad repertoire of strategies, resources and activities that engage students in learning. (Effective teaching is enhanced through purposeful collaboration with colleagues and on-going self reflection and professional learning.) |
| Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards. | Professional practice at the developing level demonstrates a moderate understanding of the necessary knowledge and skills of the Framework. This reflects a rudimentary implementation of teacher planning, expectations for student learning and engagement, discussions and strategies and professional responsibilities. This level may be considered minimally competent for teachers early in their career or in a new assignment or program. This level requires specific improvement at both the non-tenured and tenured levels of teaching. |
| Ineffective: Overall performance and results do not meet NYS Teaching Standards. | Professional practice at the ineffective level does not demonstrate an understanding of the underlying concepts of the individual components of the Framework. This level of practice is unsatisfactory and inefficient, and is detrimental to student learning and the professional learning environment. This level requires immediate intervention. |

Provide the ranges for the 60-point scoring bands.

| | |
|------------------|-------|
| Highly Effective | 58-60 |
| Effective | 47-57 |
| Developing | 40-46 |
| Ineffective | 0-39 |

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

| | |
|----------------|---|
| Formal/Long | 1 |
| Informal/Short | 1 |
| Enter Total | 2 |

By trained in-school peer teachers or other trained reviewers

| | |
|----------------|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

Independent evaluators

| | |
|----------------|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

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

-
- 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

| | |
|----------------|---|
| Formal/Long | 1 |
| Informal/Short | 1 |
| Total | 2 |

By trained in-school peer teachers or other trained reviewers

| | |
|----------------|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

Independent evaluators

| | |
|----------------|---|
| Formal/Long | 0 |
| Informal/Short | 0 |

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

-
- In Person
-

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

- In Person
-

5. Composite Scoring (Teachers)

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Updated Monday, July 07, 2014

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

Where there is no Value-Added measure

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

Overall
Composite Score

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

Effective
9-17
9-17
75-90

Developing
3-8
3-8
65-74

Ineffective
0-2
0-2
0-64

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

| | |
|------------------|-------|
| Highly Effective | 58-60 |
| Effective | 47-57 |
| Developing | 40-46 |
| Ineffective | 0-39 |

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

6. Additional Requirements - Teachers

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

assets/survey-uploads/5265/143154-Df0w3Xx5v6/Plan of improvement2_1.doc

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

A teacher may initiate an appeal if he/she has received a rating of Developing or Ineffective on his/her Annual Professional Performance Review (APPR) within five school calendar days of receiving the rating. A meeting will be scheduled within five school calendar days where the teacher will have an opportunity to present evidence to their evaluator to support a change in the evaluation rating.

Should the matter not be resolved, the teacher may appeal to the Superintendent of Schools within five school calendar days of this meeting. The teacher shall then present his/her evidence to the Superintendent. The Superintendent will render a final and binding decision on the evaluation rating within ten school calendar days.

The appeals process shall not impede the district's ability to deny continuation of employment and or the granting of tenure for probationary teachers in accordance with the NYS regulations.

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

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

All lead evaluators and evaluators will receive teacher evaluator training sponsored by the local BOCES. Additionally, training on the utilization of the Danielson (2011) rubric will occur two ways. Staff developers from the DanIelson group will train all supervisors in the use of her framework. Discussion groups led by the Superintendent, or his designee, will take place centering on the Framework for Teaching and Learning by Charlotte Danielson. All lead evaluators and evaluators will be trained in the use of the Teachscape computerized evaluation system. They will take all required on-line trainings as well as complete the inter-rater reliability assessment provided by the system.

Lead evaluators and evaluators will be recertified yearly through inter-rater reliability assessment and the Superintendent's or Assistant Superintendent's evaluation of their performance. New lead evaluators evaluators will be trained in the same pattern as were the original lead evaluator team. The initial training consisted of all required sessions offered through the local BOCES. The re-certification and inter-rater reliability assessment through Teachscape will be approximately 40 hours in length.

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 measures of teacher and principal effectiveness subcomponent for a teacher's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured. | Checked |
| 6.6) Assurances -- Teachers Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later. | Checked |
| 6.6) Assurances -- Teachers Assure that the evaluation system will be used as a significant factor for employment decisions. | Checked |
| 6.6) Assurances -- Teachers Assure that teachers will receive timely and constructive feedback as part of the evaluation process. | Checked |
| 6.6) Assurances -- Teachers Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal. | Checked |

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

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Updated Monday, August 11, 2014

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

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

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

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

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

| |
|------|
| K-5 |
| 6-8 |
| 9-12 |
| |
| |
| |

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(s) 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 | Checked |

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

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

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

State assessments, required if one exists
 District, regional, or BOCES-developed assessments that are rigorous and comparable across classrooms
 List of State-approved 3rd party assessments

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

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

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

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

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

| | |
|--|----------------|
| Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below. | Not applicable |
| Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test). | Not applicable |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | Not applicable |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | Not applicable |
| Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test). | Not applicable |

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

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

Should any particular school's classification rate or ELL population significantly increase, adjustments will be made to target scores.

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://www.engageny.org/resource/student-learning-objectives-guidance-document . | 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 |
| 7.6) Assurances -- Comparable Growth Measures Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade. | Checked |

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

Checked

8. Local Measures (Principals)

Created Tuesday, April 30, 2013

Updated Monday, August 11, 2014

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.

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

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

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

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

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

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

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

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

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

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

| Grade Configuration/Program | Locally-Selected Measure from List of Approved Measures | Assessment |
|-----------------------------|---|-------------------------------|
| K-5 | (d) measures used by district for teacher evaluation | Grade 3-5 NYS ELA Assessment |
| 6-8 | (d) measures used by district for teacher evaluation | Grades 6-8 NYS ELA Assessment |
| 9-12 | (d) measures used by district for teacher evaluation | NYS English Regents |

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. | In order to hold principals of all grade configurations to the expectation of the Common Core that every teacher is a teacher of literacy, the difference between the 3 year average of the school Performance Index in ELA and the 3 year average of the NYS Performance Index in ELA will be computed individually for each school. Please see the attached charts in section 8.1 to delineate the assignment of HEDI categories for each building principal. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 8.1 |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 8.1 |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | See chart in section 8.1 |

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

See chart in section 8.1

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/5366/145008-qBFVOWF7fC/perf index.xlsx

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

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

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

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

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

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

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

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

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

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

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

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

| | |
|---|----------------|
| Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below. | Not applicable |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | Not applicable |
| Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | Not applicable |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | Not applicable |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | Not applicable |

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

(No response)

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

(No response)

8.3) Locally Developed Controls

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

Should any particular school's classification rate or ELL population significantly increase, adjustments will be made to target scores.

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 |
| 8.5) Assurances Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade. | Check |
| 8.5) Assurances Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment. | Check |

9. Other Measures of Effectiveness (Principals)

Created Tuesday, April 30, 2013

Updated Monday, July 07, 2014

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.

| | |
|---|--|
| 9.1) Principal Practice Rubric Rubric | Marshall's Principal Evaluation Rubric |
|---|--|

| | |
|-------------------------------|---------------|
| Second rubric (if applicable) | (No response) |
|-------------------------------|---------------|

9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

9.3) Assurances -- Goals

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

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

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

Note: When the State-approved survey list is updated, this list will be updated within the drop-down menu of approved survey tools.

| | |
|---|---------------|
| Principal Evaluation Tripod School Perception Survey for Teachers | (No response) |
| K12 Insight Student Survey (Grades 3-5) for Principal Evaluation in New York | (No response) |
| K12 Insight Student Survey (Grades 6-12) for Principal Evaluation in New York | (No response) |
| K12 Insight Parent Survey for Principal Evaluation in New York | (No response) |
| K12 Insight Teacher/Staff Survey for Principal Evaluation in New York | (No response) |
| District variance | (No response) |
| Principal Evaluation Tripod School Perception Survey (Combined Parent Survey) | (No response) |
| Principal Evaluation Tripod School Perception Survey (Combined Student Surveys) | (No response) |
| NYC School Survey-2012 Parent Survey | (No response) |
| NYC School Survey-2012 Student Survey | (No response) |

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.

Utilizing the Marshal Principal Evaluation Rubric, points will be assigned in accordance with the chart attached below.

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/5143/133045-pMADJ4gk6R/Marshall HEDI bands.docx

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

| | |
|--|--|
| Highly Effective: Overall performance and results exceed standards. | Professional practice at the Highly Effective level is reserved for truly outstanding leadership as described by the very demanding criteria set forth at this level in Marshall's Principal Evaluation Rubric. This level is that of a master administrator whose practices exceed effective standards. |
| Effective: Overall performance and results meet standards. | Professional practice at the Effective level demonstrates thorough knowledge of all aspects of building administration. Principals at this level thoroughly understand academic content, curriculum, supervision of students and staff. |
| Developing: Overall performance and results need improvement in order to meet standards. | Professional practice at the Developing level demonstrates a moderate understanding of the necessary supervisory skills outlined in Marshall's Principal Evaluation Rubric. This reflects a rudimentary implementation of school administration and supervisory skills. |
| Ineffective: Overall performance and results do not meet standards. | Professional practice at the Ineffective level does not demonstrate an understanding of the underlying concepts of school administration and supervision. This level of practice is unsatisfactory and inefficient. It is detrimental to a professional learning environment. |

Please provide the locally-negotiated 60 point scoring bands.

| | |
|------------------|-------|
| Highly Effective | 59-60 |
| Effective | 54-58 |
| Developing | 40-53 |
| Ineffective | 0-39 |

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

Tenured Principals

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

10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Monday, July 07, 2014

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

| | |
|------------------|-------|
| Highly Effective | 59-60 |
| Effective | 54-58 |
| Developing | 40-53 |
| Ineffective | 0-39 |

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

11. Additional Requirements - Principals

Created Tuesday, April 30, 2013

Updated Monday, July 07, 2014

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

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

[assets/survey-uploads/5276/133064-Df0w3Xx5v6/Principal PIP.docx](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

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

A draft annual evaluation shall be presented to the Principal at a meeting between the principal and the Superintendent of Schools.

Within 10 school calendar days of the receipt of the draft of a principal's annual evaluation from the Superintendent of Schools, the

principal may present information and materials, in writing, to the Superintendent of Schools.

Within five school calendar days of the receipt of the materials, the Superintendent shall issue the final evaluation.

Within five school calendar days of the receipt of the annual evaluation providing a rating of Ineffective or Developing, a principal may appeal the evaluation to the Superintendent of Schools or his/her designee. The appeal shall be in writing and shall articulate in detail the basis of the appeal. Appeals shall be limited to:

1. the substance of the annual professional performance review;
2. the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3020 (c) of the Education Law;
3. the school district's adherence to the Regulations of the Commissioner and compliance with applicable locally negotiated procedures;
4. the school district's issuance and/or implementation of the terms of the principal's improvement plan.

Any issue not raised in the written appeal shall be deemed waived.

Within five school calendar days of receipt of the appeal the Superintendent shall render a written determination.

The determination of the Superintendent as to the substance of the annual professional performance review shall not be grievable, arbitrable, nor reviewable in any other forum.

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

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

The Superintendent and Assistant Superintendent for Curriculum have received evaluator training sponsored by the local BOCES to become initially certified. The Assistant Superintendent for Administration and the Assistant Superintendent for Business and Finance will receive the same training. Additionally, training on the utilization of the Kim Marshall rubric will take place via discussion groups with the principals and through additional training opportunities sponsored by BOCES or another appropriate professional development groups. All administrators will read the Kim Marshall book detailing the evaluation system and will discuss it at Administrative Council via assigned reading and question responses. Inter-rater reliability will be established through team observations of the principals to calibrate scoring. Lead evaluators will be re-certified via joint observation and written evaluation review.

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

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Updated Monday, July 07, 2014

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12.1) Upload the Joint Certification of the APPR Plan

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

<assets/survey-uploads/5581/133075-3Uqgn5g9Iu/finalapprsignoff.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.

Note: The point values and ranges on the HEDI point scale (from zero to 20) are determined by SED regulations.

Below is one possible alignment of HEDI score also possible using 13 as the target score, an target score.

| | HEDI Points | SLO Target and Percent Mastery Achieved | HEDI scores and Mastery Range |
|------------------|-------------|---|-------------------------------|
| Ineffective | 0 | 0.00% | 0.00% to 6.21% |
| | 1 | 6.22% | 6.22% to 12.43% |
| | 2 | 12.44% | 12.44% to 18.66% |
| Developing | 3 | 18.67% | 18.67% to 24.88% |
| | 4 | 24.89% | 24.89% to 31.10% |
| | 5 | 31.11% | 31.11% to 37.32% |
| | 6 | 37.33% | 37.33% to 43.55% |
| | 7 | 43.56% | 43.56% to 49.77% |
| | 8 | 49.78% | 49.78% to 55.99% |
| Effective | 9 | 56.00% | 56.00% to 59.99% |
| | 10 | 60.00% | 60.00% to 63.99% |
| | 11 | 64.00% | 64.00% to 67.99% |
| | 12 | 68.00% | 68.00% to 71.99% |
| | 13 | 72.00% | 72.00% to 75.99% |
| | 14 | 76.00% | 76.00% to 79.99% |
| | 15* | 80.00% | 80.00% to 83.99% |
| | 16 | 84.00% | 84.00% to 87.99% |
| | 17 | 88.00% | 88.00% to 91.99% |
| Highly Effective | 18 | 92.00% | 92.00% to 95.99% |
| | 19 | 96.00% | 96.00% to 97.99% |
| | 20 | 100.00% | 98.00% to 100.00% |

HEDI bands are defined by the midpoint of the "Effective" band (score of 15) established as the SLO "Target."

Each HEDI point in the "Effective" and "Highly Effective" bands, above and below a score of 15, represents 1/5 of the difference between 100% and the SLO Target score. (Exception: The upper range for a score of 19 is defined as half the distance between a score at HEDI 18 and 100%)

Each HEDI point in the "Ineffective" and "Developing" bands represents one ninth of the difference between the lowest "Effective" score (HEDI score of nine (9) and zero (0)).

This table cannot be used if the "Percent Mastery Achieved" (SLO Target) is less than 40%. It loses effectiveness below 60%.

***This row defines the target score selected for this SLO. Change the target to see new alignment**

es based on a HEDI score of 13 equaling the target score. Other alignments are
 d any other score between 9 and 13 may reasonably be selected to equal the

| HEDI Calculator | Number of students | SLO Target | | HEDI score | HEDI Points Awarded |
|--------------------|-----------------------|---------------------|-----------------------------------|---------------|------------------------|
| | | Mastery Selected | or Percent Mastery Achieved | | |
| SLO 1 | 30 | 90% | 92 | 16 | 6.5 |
| SLO 2 | 21 | 65% | 70 | 15 | 4.3 |
| SLO 3 | 23 | 80% | 78 | 14 | 4.4 |
| SLO 4 | | | | | 0.0 |
| SLO 5 | | | | | 0.0 |
| SLO 6 | | | | | 0.0 |
| Total | 74 | | | | 15.1 |

Calculated values are printed in red.

| Abbey Lane Elementary School | | | | East Broadway Elementary School | | | |
|------------------------------------|------------------|------------------|------------------|--|------------------|------------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI- State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 19 or more | 20 | 15 | Highly Effective | 22 or more | 20 | 15 | Highly Effective |
| 18 | 20 | 15 | Highly Effective | 21 | 20 | 15 | Highly Effective |
| 17.5 | 19 | 15 | Highly Effective | 20 | 19 | 15 | Highly Effective |
| 17 | 19 | 14 | Highly Effective | 19 | 19 | 14 | Highly Effective |
| 16 | 18 | 14 | Highly Effective | 18 | 18 | 14 | Highly Effective |
| 15 | 18 | 14 | Highly Effective | 17 | 18 | 14 | Highly Effective |
| 14 | 17 | 13 | Effective | 16 | 17 | 13 | Effective |
| 13.5 | 16 | 13 | Effective | 15 | 16 | 13 | Effective |
| 13 | 15 | 13 | Effective | 14 | 15 | 13 | Effective |
| 12 | 14 | 12 | Effective | 13 | 14 | 12 | Effective |
| 11 | 13 | 11 | Effective | 12 | 13 | 11 | Effective |
| 10.5 | 12 | 10 | Effective | 11 | 12 | 10 | Effective |
| 10 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 9 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 8 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 7 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 6 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 5 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 4 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 1.5 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 1 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 0.5 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Gardiners Ave Elementary School | | | | Lee Road Elementary School | | | |
|---------------------------------|---------------|---------------|------------------|------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 25 or more | 20 | 15 | Highly Effective | 22 or more | 20 | 15 | Highly Effective |
| 23-24 | 20 | 15 | Highly Effective | 21 | 20 | 15 | Highly Effective |
| 22 | 19 | 15 | Highly Effective | 20 | 19 | 15 | Highly Effective |
| 21 | 19 | 14 | Highly Effective | 19 | 19 | 14 | Highly Effective |
| 20 | 18 | 14 | Highly Effective | 18 | 18 | 14 | Highly Effective |
| 19 | 18 | 14 | Highly Effective | 17 | 18 | 14 | Highly Effective |
| 18 | 17 | 13 | Effective | 16 | 17 | 13 | Effective |
| 17 | 16 | 13 | Effective | 15 | 16 | 13 | Effective |
| 16 | 15 | 13 | Effective | 14 | 15 | 13 | Effective |
| 15 | 14 | 12 | Effective | 13 | 14 | 12 | Effective |
| 14 | 13 | 11 | Effective | 12 | 13 | 11 | Effective |
| 13 | 12 | 10 | Effective | 11 | 12 | 10 | Effective |
| 12 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 11 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 10 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 9 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 8 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 7 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 6 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 5 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 4 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 3 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 2 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Northside Elementary School | | | | Summit Lane Elementary School | | | |
|------------------------------------|------------------|------------------|------------------|--|------------------|------------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI- State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 14 or more | 20 | 15 | Highly Effective | 21 or more | 20 | 15 | Highly Effective |
| 13.5 | 20 | 15 | Highly Effective | 19-20 | 20 | 15 | Highly Effective |
| 13 | 19 | 15 | Highly Effective | 18 | 19 | 15 | Highly Effective |
| 12.5 | 19 | 14 | Highly Effective | 17 | 19 | 14 | Highly Effective |
| 12 | 18 | 14 | Highly Effective | 16 | 18 | 14 | Highly Effective |
| 11.5 | 18 | 14 | Highly Effective | 15 | 18 | 14 | Highly Effective |
| 11 | 17 | 13 | Effective | 14 | 17 | 13 | Effective |
| 10.5 | 16 | 13 | Effective | 13.5 | 16 | 13 | Effective |
| 10 | 15 | 13 | Effective | 13 | 15 | 13 | Effective |
| 9.5 | 14 | 12 | Effective | 12 | 14 | 12 | Effective |
| 9 | 13 | 11 | Effective | 11 | 13 | 11 | Effective |
| 8 | 12 | 10 | Effective | 10.5 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Wisdom Lane Middle School | | | | Salk Middle School | | | |
|------------------------------|---------------|---------------|------------------|------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 15 or more | 20 | 15 | Highly Effective | 16 or more | 20 | 15 | Highly Effective |
| 14 | 20 | 15 | Highly Effective | 15 | 20 | 15 | Highly Effective |
| 13 | 19 | 15 | Highly Effective | 14 | 19 | 15 | Highly Effective |
| 12.5 | 19 | 14 | Highly Effective | 13 | 19 | 14 | Highly Effective |
| 12 | 18 | 14 | Highly Effective | 12 | 18 | 14 | Highly Effective |
| 11.5 | 18 | 14 | Highly Effective | 11.5 | 18 | 14 | Highly Effective |
| 11 | 17 | 13 | Effective | 11 | 17 | 13 | Effective |
| 10.5 | 16 | 13 | Effective | 10.5 | 16 | 13 | Effective |
| 10 | 15 | 13 | Effective | 10 | 15 | 13 | Effective |
| 9.5 | 14 | 12 | Effective | 9.5 | 14 | 12 | Effective |
| 9 | 13 | 11 | Effective | 9 | 13 | 11 | Effective |
| 8 | 12 | 10 | Effective | 8 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 7 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 6.5 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 6 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 5 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 4.5 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 4 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 3.5 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2.5 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 2 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1.5 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 1 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Division Ave High School | | | | MacArthur High School | | | |
|------------------------------------|------------------|------------------|------------------|--|------------------|------------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI- State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 13 or more | 20 | 15 | Highly Effective | 18 or more | 20 | 15 | Highly Effective |
| 12.5 | 20 | 15 | Highly Effective | 17 | 20 | 15 | Highly Effective |
| 12 | 19 | 15 | Highly Effective | 16 | 19 | 15 | Highly Effective |
| 11.5 | 19 | 14 | Highly Effective | 15 | 19 | 14 | Highly Effective |
| 11 | 18 | 14 | Highly Effective | 14.5 | 18 | 14 | Highly Effective |
| 10.5 | 18 | 14 | Highly Effective | 13 | 18 | 14 | Highly Effective |
| 10 | 17 | 13 | Effective | 12 | 17 | 13 | Effective |
| 9.5 | 16 | 13 | Effective | 11 | 16 | 13 | Effective |
| 9 | 15 | 13 | Effective | 10 | 15 | 13 | Effective |
| 8.5 | 14 | 12 | Effective | 9.5 | 14 | 12 | Effective |
| 8 | 13 | 11 | Effective | 9 | 13 | 11 | Effective |
| 7.5 | 12 | 10 | Effective | 8 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 7 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 6.5 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 6 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 5 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 4.5 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 4 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 3.5 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2.5 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 2 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1.5 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 1 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

ELA Performance Index

| Abbey Lane Elementary School | | | | |
|---|----------|----------|----------|--------|
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Abbey | 188 | 187 | 174 | 183.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 19.3 |
| East Broadway Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| East Bdway | 195 | 189 | 174 | 186.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 22.3 |
| Gardiners Avenue Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Gardiners | 198 | 191 | 178 | 189.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 25.3 |
| Lee Road Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Lee Rd | 196 | 184 | 176 | 185.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 21.7 |
| Northside Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Northside | 188 | 181 | 165 | 178.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 14.3 |
| Summit Lane Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Summit | 189 | 186 | 178 | 184.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 20.7 |

ELA Performance Index

| Salk Middle School | | | | |
|------------------------------------|----------|----------|----------|--------|
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Salk | 191 | 185 | 163 | 179.7 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 16.0 |
| Wisdom Lane Middle School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Wisdom | 188 | 182 | 165 | 178.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 14.7 |
| Division Avenue High School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Division | 192 | 191 | 195 | 192.7 |
| NYS | 177 | 180 | 181 | 179.3 |
| Difference | | | | 13.3 |
| MacArthur High School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| MacArthur | 196 | 198 | 198 | 197.3 |
| NYS | 177 | 180 | 181 | 179.3 |
| Difference | | | | 18.0 |

| Abbey Lane Elementary School | | | | East Broadway Elementary School | | | |
|------------------------------------|------------------|------------------|------------------|--|------------------|------------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI- State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 19 or more | 20 | 15 | Highly Effective | 22 or more | 20 | 15 | Highly Effective |
| 18 | 20 | 15 | Highly Effective | 21 | 20 | 15 | Highly Effective |
| 17.5 | 19 | 15 | Highly Effective | 20 | 19 | 15 | Highly Effective |
| 17 | 19 | 14 | Highly Effective | 19 | 19 | 14 | Highly Effective |
| 16 | 18 | 14 | Highly Effective | 18 | 18 | 14 | Highly Effective |
| 15 | 18 | 14 | Highly Effective | 17 | 18 | 14 | Highly Effective |
| 14 | 17 | 13 | Effective | 16 | 17 | 13 | Effective |
| 13.5 | 16 | 13 | Effective | 15 | 16 | 13 | Effective |
| 13 | 15 | 13 | Effective | 14 | 15 | 13 | Effective |
| 12 | 14 | 12 | Effective | 13 | 14 | 12 | Effective |
| 11 | 13 | 11 | Effective | 12 | 13 | 11 | Effective |
| 10.5 | 12 | 10 | Effective | 11 | 12 | 10 | Effective |
| 10 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 9 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 8 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 7 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 6 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 5 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 4 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 1.5 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 1 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 0.5 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Gardiners Ave Elementary School | | | | Lee Road Elementary School | | | |
|---------------------------------|---------------|---------------|------------------|------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 25 or more | 20 | 15 | Highly Effective | 22 or more | 20 | 15 | Highly Effective |
| 23-24 | 20 | 15 | Highly Effective | 21 | 20 | 15 | Highly Effective |
| 22 | 19 | 15 | Highly Effective | 20 | 19 | 15 | Highly Effective |
| 21 | 19 | 14 | Highly Effective | 19 | 19 | 14 | Highly Effective |
| 20 | 18 | 14 | Highly Effective | 18 | 18 | 14 | Highly Effective |
| 19 | 18 | 14 | Highly Effective | 17 | 18 | 14 | Highly Effective |
| 18 | 17 | 13 | Effective | 16 | 17 | 13 | Effective |
| 17 | 16 | 13 | Effective | 15 | 16 | 13 | Effective |
| 16 | 15 | 13 | Effective | 14 | 15 | 13 | Effective |
| 15 | 14 | 12 | Effective | 13 | 14 | 12 | Effective |
| 14 | 13 | 11 | Effective | 12 | 13 | 11 | Effective |
| 13 | 12 | 10 | Effective | 11 | 12 | 10 | Effective |
| 12 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 11 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 10 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 9 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 8 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 7 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 6 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 5 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 4 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 3 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 2 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Northside Elementary School | | | | Summit Lane Elementary School | | | |
|------------------------------|---------------|---------------|------------------|-------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 14 or more | 20 | 15 | Highly Effective | 21 or more | 20 | 15 | Highly Effective |
| 13.5 | 20 | 15 | Highly Effective | 19-20 | 20 | 15 | Highly Effective |
| 13 | 19 | 15 | Highly Effective | 18 | 19 | 15 | Highly Effective |
| 12.5 | 19 | 14 | Highly Effective | 17 | 19 | 14 | Highly Effective |
| 12 | 18 | 14 | Highly Effective | 16 | 18 | 14 | Highly Effective |
| 11.5 | 18 | 14 | Highly Effective | 15 | 18 | 14 | Highly Effective |
| 11 | 17 | 13 | Effective | 14 | 17 | 13 | Effective |
| 10.5 | 16 | 13 | Effective | 13.5 | 16 | 13 | Effective |
| 10 | 15 | 13 | Effective | 13 | 15 | 13 | Effective |
| 9.5 | 14 | 12 | Effective | 12 | 14 | 12 | Effective |
| 9 | 13 | 11 | Effective | 11 | 13 | 11 | Effective |
| 8 | 12 | 10 | Effective | 10.5 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Wisdom Lane Middle School | | | | Salk Middle School | | | |
|------------------------------|---------------|---------------|------------------|------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 15 or more | 20 | 15 | Highly Effective | 16 or more | 20 | 15 | Highly Effective |
| 14 | 20 | 15 | Highly Effective | 15 | 20 | 15 | Highly Effective |
| 13 | 19 | 15 | Highly Effective | 14 | 19 | 15 | Highly Effective |
| 12.5 | 19 | 14 | Highly Effective | 13 | 19 | 14 | Highly Effective |
| 12 | 18 | 14 | Highly Effective | 12 | 18 | 14 | Highly Effective |
| 11.5 | 18 | 14 | Highly Effective | 11.5 | 18 | 14 | Highly Effective |
| 11 | 17 | 13 | Effective | 11 | 17 | 13 | Effective |
| 10.5 | 16 | 13 | Effective | 10.5 | 16 | 13 | Effective |
| 10 | 15 | 13 | Effective | 10 | 15 | 13 | Effective |
| 9.5 | 14 | 12 | Effective | 9.5 | 14 | 12 | Effective |
| 9 | 13 | 11 | Effective | 9 | 13 | 11 | Effective |
| 8 | 12 | 10 | Effective | 8 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 7 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 6.5 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 6 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 5 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 4.5 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 4 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 3.5 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2.5 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 2 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1.5 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 1 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Division Ave High School | | | | MacArthur High School | | | |
|------------------------------------|------------------|------------------|------------------|--|------------------|------------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI- State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 13 or more | 20 | 15 | Highly Effective | 18 or more | 20 | 15 | Highly Effective |
| 12.5 | 20 | 15 | Highly Effective | 17 | 20 | 15 | Highly Effective |
| 12 | 19 | 15 | Highly Effective | 16 | 19 | 15 | Highly Effective |
| 11.5 | 19 | 14 | Highly Effective | 15 | 19 | 14 | Highly Effective |
| 11 | 18 | 14 | Highly Effective | 14.5 | 18 | 14 | Highly Effective |
| 10.5 | 18 | 14 | Highly Effective | 13 | 18 | 14 | Highly Effective |
| 10 | 17 | 13 | Effective | 12 | 17 | 13 | Effective |
| 9.5 | 16 | 13 | Effective | 11 | 16 | 13 | Effective |
| 9 | 15 | 13 | Effective | 10 | 15 | 13 | Effective |
| 8.5 | 14 | 12 | Effective | 9.5 | 14 | 12 | Effective |
| 8 | 13 | 11 | Effective | 9 | 13 | 11 | Effective |
| 7.5 | 12 | 10 | Effective | 8 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 7 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 6.5 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 6 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 5 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 4.5 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 4 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 3.5 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2.5 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 2 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1.5 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 1 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

ELA Performance Index

| Abbey Lane Elementary School | | | | |
|---|----------|----------|----------|--------|
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Abbey | 188 | 187 | 174 | 183.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 19.3 |
| East Broadway Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| East Bdway | 195 | 189 | 174 | 186.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 22.3 |
| Gardiners Avenue Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Gardiners | 198 | 191 | 178 | 189.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 25.3 |
| Lee Road Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Lee Rd | 196 | 184 | 176 | 185.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 21.7 |
| Northside Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Northside | 188 | 181 | 165 | 178.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 14.3 |
| Summit Lane Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Summit | 189 | 186 | 178 | 184.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 20.7 |

ELA Performance Index

| Salk Middle School | | | | |
|------------------------------------|----------|----------|----------|--------|
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Salk | 191 | 185 | 163 | 179.7 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 16.0 |
| Wisdom Lane Middle School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Wisdom | 188 | 182 | 165 | 178.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 14.7 |
| Division Avenue High School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Division | 192 | 191 | 195 | 192.7 |
| NYS | 177 | 180 | 181 | 179.3 |
| Difference | | | | 13.3 |
| MacArthur High School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| MacArthur | 196 | 198 | 198 | 197.3 |
| NYS | 177 | 180 | 181 | 179.3 |
| Difference | | | | 18.0 |

Levittown School District

Other Measures of Teacher Effectiveness

| | |
|------------------|-------------|
| Highly Effective | 3 points |
| Effective | 2.85 points |
| Developing | 2.3 points |
| Ineffective | 0 points |

Points will be assigned to each component based on the chart above:

Domain 1: Planning and Preparation

- 1a. Knowledge of Content and Pedagogy
- 1b. Demonstrating Knowledge of Students
- 1c. Setting Instructional Outcomes
- 1e. Designing Coherent Instruction
- 1f. Designing Student Assessments

Domain 2: The Classroom Environment

- 2a. Knowledge of Content and Pedagogy
- 2b. Establishing a Culture for Learning
- 2c. Managing Classroom Procedures
- 2d. Managing Student Behavior
- 2e. Organizing Physical Space

Domain 3: Instruction

- 3a. Communicating with Students
- 3b. Using Questioning and Discussion Techniques
- 3c. Engaging Students in Learning
- 3d. Using Assessment in Instruction
- 3e. Demonstrating Flexibility and Responsiveness

Domain 4: Professional Responsibilities

- 4a. Reflecting on Teaching
- 4b. Maintaining Accurate Records
- 4c. Communicating with Families
- 4d./4e. Participating in a Professional Community/Growing and Developing Professionally
- 4f. Showing Professionalism

LEVITTOWN PUBLIC SCHOOLS

Teacher Improvement Plan

Name: _____ Date: _____
School: _____ Status (Tenure/Probationary/Term)
Assignment: _____

You are being placed on this Teacher Improvement Plan due to your HEDI rating of Developing or Ineffective (circle correct rating). This program is designed to help you improve your teaching practice. Those areas in the program that were identified as needing improvement will be monitored for up to one (1) year.

I. **DESCRIPTION OF PERFORMANCE** (specific standards/job description elements)

Lesson Planning and Preparation:

Classroom Environment:

Effective Instructional Techniques:

II. **SUPERVISORS' EXPECTATIONS**

Lesson Planning and Preparation:

Classroom Environment:

Effective Instructional Techniques:

III. **RECOMMENDED PROGRAM TO IMPROVE PERFORMANCE**

IV. CRITERIA TO BE USED FOR MEASURING IMPROVEMENT

V. ASSISTANCE AND RESOURCES TO BE PROVIDED

VI. MONITORING PROCEDURES

VII. DATE WHEN PROGRAM MAY BE COMPLETED

My signature indicated that this program has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond to all issues raised in this program.

Teacher's Signature

Date

Supervisor's Signature

Date

Principal's Signature

Date

| Abbey Lane Elementary School | | | | East Broadway Elementary School | | | |
|------------------------------------|------------------|------------------|------------------|--|------------------|------------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI- State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 19 or more | 20 | 15 | Highly Effective | 22 or more | 20 | 15 | Highly Effective |
| 18 | 20 | 15 | Highly Effective | 21 | 20 | 15 | Highly Effective |
| 17.5 | 19 | 15 | Highly Effective | 20 | 19 | 15 | Highly Effective |
| 17 | 19 | 14 | Highly Effective | 19 | 19 | 14 | Highly Effective |
| 16 | 18 | 14 | Highly Effective | 18 | 18 | 14 | Highly Effective |
| 15 | 18 | 14 | Highly Effective | 17 | 18 | 14 | Highly Effective |
| 14 | 17 | 13 | Effective | 16 | 17 | 13 | Effective |
| 13.5 | 16 | 13 | Effective | 15 | 16 | 13 | Effective |
| 13 | 15 | 13 | Effective | 14 | 15 | 13 | Effective |
| 12 | 14 | 12 | Effective | 13 | 14 | 12 | Effective |
| 11 | 13 | 11 | Effective | 12 | 13 | 11 | Effective |
| 10.5 | 12 | 10 | Effective | 11 | 12 | 10 | Effective |
| 10 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 9 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 8 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 7 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 6 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 5 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 4 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 1.5 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 1 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 0.5 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Gardiners Ave Elementary School | | | | Lee Road Elementary School | | | |
|---------------------------------|---------------|---------------|------------------|------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 25 or more | 20 | 15 | Highly Effective | 22 or more | 20 | 15 | Highly Effective |
| 23-24 | 20 | 15 | Highly Effective | 21 | 20 | 15 | Highly Effective |
| 22 | 19 | 15 | Highly Effective | 20 | 19 | 15 | Highly Effective |
| 21 | 19 | 14 | Highly Effective | 19 | 19 | 14 | Highly Effective |
| 20 | 18 | 14 | Highly Effective | 18 | 18 | 14 | Highly Effective |
| 19 | 18 | 14 | Highly Effective | 17 | 18 | 14 | Highly Effective |
| 18 | 17 | 13 | Effective | 16 | 17 | 13 | Effective |
| 17 | 16 | 13 | Effective | 15 | 16 | 13 | Effective |
| 16 | 15 | 13 | Effective | 14 | 15 | 13 | Effective |
| 15 | 14 | 12 | Effective | 13 | 14 | 12 | Effective |
| 14 | 13 | 11 | Effective | 12 | 13 | 11 | Effective |
| 13 | 12 | 10 | Effective | 11 | 12 | 10 | Effective |
| 12 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 11 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 10 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 9 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 8 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 7 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 6 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 5 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 4 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 3 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 2 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Northside Elementary School | | | | Summit Lane Elementary School | | | |
|------------------------------|---------------|---------------|------------------|-------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 14 or more | 20 | 15 | Highly Effective | 21 or more | 20 | 15 | Highly Effective |
| 13.5 | 20 | 15 | Highly Effective | 19-20 | 20 | 15 | Highly Effective |
| 13 | 19 | 15 | Highly Effective | 18 | 19 | 15 | Highly Effective |
| 12.5 | 19 | 14 | Highly Effective | 17 | 19 | 14 | Highly Effective |
| 12 | 18 | 14 | Highly Effective | 16 | 18 | 14 | Highly Effective |
| 11.5 | 18 | 14 | Highly Effective | 15 | 18 | 14 | Highly Effective |
| 11 | 17 | 13 | Effective | 14 | 17 | 13 | Effective |
| 10.5 | 16 | 13 | Effective | 13.5 | 16 | 13 | Effective |
| 10 | 15 | 13 | Effective | 13 | 15 | 13 | Effective |
| 9.5 | 14 | 12 | Effective | 12 | 14 | 12 | Effective |
| 9 | 13 | 11 | Effective | 11 | 13 | 11 | Effective |
| 8 | 12 | 10 | Effective | 10.5 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 10 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 9 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 8 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 7 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 6 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 5 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 4 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 1.5 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 0.5 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Wisdom Lane Middle School | | | | Salk Middle School | | | |
|------------------------------|---------------|---------------|------------------|------------------------------|---------------|---------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 15 or more | 20 | 15 | Highly Effective | 16 or more | 20 | 15 | Highly Effective |
| 14 | 20 | 15 | Highly Effective | 15 | 20 | 15 | Highly Effective |
| 13 | 19 | 15 | Highly Effective | 14 | 19 | 15 | Highly Effective |
| 12.5 | 19 | 14 | Highly Effective | 13 | 19 | 14 | Highly Effective |
| 12 | 18 | 14 | Highly Effective | 12 | 18 | 14 | Highly Effective |
| 11.5 | 18 | 14 | Highly Effective | 11.5 | 18 | 14 | Highly Effective |
| 11 | 17 | 13 | Effective | 11 | 17 | 13 | Effective |
| 10.5 | 16 | 13 | Effective | 10.5 | 16 | 13 | Effective |
| 10 | 15 | 13 | Effective | 10 | 15 | 13 | Effective |
| 9.5 | 14 | 12 | Effective | 9.5 | 14 | 12 | Effective |
| 9 | 13 | 11 | Effective | 9 | 13 | 11 | Effective |
| 8 | 12 | 10 | Effective | 8 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 7 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 6.5 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 6 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 5 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 4.5 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 4 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 3.5 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2.5 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 2 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1.5 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 1 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

| Division Ave High School | | | | MacArthur High School | | | |
|------------------------------------|------------------|------------------|------------------|--|------------------|------------------|------------------|
| Building Avg PI-State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating | Building Avg PI- State Avg PI | Points (0-20) | Points (0-15) | HEDI Rating |
| 13 or more | 20 | 15 | Highly Effective | 18 or more | 20 | 15 | Highly Effective |
| 12.5 | 20 | 15 | Highly Effective | 17 | 20 | 15 | Highly Effective |
| 12 | 19 | 15 | Highly Effective | 16 | 19 | 15 | Highly Effective |
| 11.5 | 19 | 14 | Highly Effective | 15 | 19 | 14 | Highly Effective |
| 11 | 18 | 14 | Highly Effective | 14.5 | 18 | 14 | Highly Effective |
| 10.5 | 18 | 14 | Highly Effective | 13 | 18 | 14 | Highly Effective |
| 10 | 17 | 13 | Effective | 12 | 17 | 13 | Effective |
| 9.5 | 16 | 13 | Effective | 11 | 16 | 13 | Effective |
| 9 | 15 | 13 | Effective | 10 | 15 | 13 | Effective |
| 8.5 | 14 | 12 | Effective | 9.5 | 14 | 12 | Effective |
| 8 | 13 | 11 | Effective | 9 | 13 | 11 | Effective |
| 7.5 | 12 | 10 | Effective | 8 | 12 | 10 | Effective |
| 7 | 11 | 10 | Effective | 7 | 11 | 10 | Effective |
| 6.5 | 10 | 9 | Effective | 6.5 | 10 | 9 | Effective |
| 6 | 9 | 8 | Effective | 6 | 9 | 8 | Effective |
| 5 | 8 | 7 | Developing | 5 | 8 | 7 | Developing |
| 4.5 | 7 | 6 | Developing | 4.5 | 7 | 6 | Developing |
| 4 | 6 | 5 | Developing | 4 | 6 | 5 | Developing |
| 3.5 | 5 | 4 | Developing | 3.5 | 5 | 4 | Developing |
| 3 | 4 | 4 | Developing | 3 | 4 | 4 | Developing |
| 2.5 | 3 | 3 | Developing | 2.5 | 3 | 3 | Developing |
| 2 | 2 | 2 | Developing | 2 | 2 | 2 | Developing |
| 1.5 | 2 | 1 | Ineffective | 1.5 | 2 | 1 | Ineffective |
| 1 | 1 | 1 | Ineffective | 1 | 1 | 1 | Ineffective |
| 0 or less | 0 | 0 | Ineffective | 0 or less | 0 | 0 | Ineffective |

ELA Performance Index

| Abbey Lane Elementary School | | | | |
|---|----------|----------|----------|--------|
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Abbey | 188 | 187 | 174 | 183.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 19.3 |
| East Broadway Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| East Bdway | 195 | 189 | 174 | 186.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 22.3 |
| Gardiners Avenue Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Gardiners | 198 | 191 | 178 | 189.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 25.3 |
| Lee Road Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Lee Rd | 196 | 184 | 176 | 185.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 21.7 |
| Northside Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Northside | 188 | 181 | 165 | 178.0 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 14.3 |
| Summit Lane Elementary School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Summit | 189 | 186 | 178 | 184.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 20.7 |

ELA Performance Index

| Salk Middle School | | | | |
|------------------------------------|----------|----------|----------|--------|
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Salk | 191 | 185 | 163 | 179.7 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 16.0 |
| Wisdom Lane Middle School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Wisdom | 188 | 182 | 165 | 178.3 |
| NYS | 176 | 171 | 144 | 163.7 |
| Difference | | | | 14.7 |
| Division Avenue High School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| Division | 192 | 191 | 195 | 192.7 |
| NYS | 177 | 180 | 181 | 179.3 |
| Difference | | | | 13.3 |
| MacArthur High School | | | | |
| | PI 08/09 | PI 09/10 | PI 10/11 | Avg PI |
| MacArthur | 196 | 198 | 198 | 197.3 |
| NYS | 177 | 180 | 181 | 179.3 |
| Difference | | | | 18.0 |

Levittown Public Schools

HEDI Bands for Marshall's Principal Evaluation Rubric

| | |
|------------------|-------|
| Highly Effective | 59-60 |
| Effective | 54-58 |
| Developing | 40-53 |
| Ineffective | 0-39 |

Point Allocation

| | <u>Highly Effective</u> | <u>Effective</u> | <u>Developing</u> | <u>Ineffective</u> |
|---|--------------------------------|-------------------------|--------------------------|---------------------------|
| <u>Diagnosis and Planning</u> | 10 | 9 | 7 | 2 |
| <u>Priority Management and Communication</u> | 10 | 9 | 7 | 2 |
| <u>Curriculum and Data</u> | 10 | 9 | 7 | 2 |
| <u>Supervision, Evaluation, and Professional Development</u> | 10 | 9 | 7 | 2 |
| <u>Discipline and Parent Involvement</u> | 10 | 9 | 7 | 2 |
| <u>Management and External Relations</u> | 10 | 9 | 7 | 2 |

LEVITTOWN PUBLIC SCHOOLS
PRINCIPAL IMPROVEMENT PLAN

Name:

Date:

School:

Status (Probationary/ Tenured)

I. **SPECIFIC AREAS FOR IMPROVEMENT:**

II. **EXPECTED OUTCOMES OF THE PIP:**

III. **RESPONSIBILITIES:**

IV. **RESOURCES/ACTIVITIES:**

V. **EVIDENCE OF ACHIEVEMENT:**

VI. TIMELINE:

Superintendent

Date

Principal

Date

PRINCIPAL IMPROVEMENT PLAN

| AREA(S) OF IMPROVEMENT | STRATEGIES THE PRINCIPAL WILL USE TO IMPROVE | SPECIFIC RESOURCES TO BE MADE AVAILABLE TO HELP | PROPOSED MEASUREMENTS & TIMELINE FOR IMPROVEMENT |
|---|---|--|---|
| Diagnosis & Planning | | | |
| Priority Management and Communications | | | |
| Curriculum and Data | | | |

| | | | |
|---|--|--|--|
| Supervision, Evaluation and Professional Development | | | |
| Discipline and Parent Involvement | | | |
| Management and External Relations | | | |

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: 8/20/12

James J. Grunare

Teachers Union President Signature: Date: 8/30/12

Therese Rogers

Administrative Union President Signature: Date:

J. Ann 8/20/12

Board of Education President Signature: Date:

Michael Klappen 8/20/12