



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

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Commissioner of Education  
President of the University of the State of New York  
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February 17, 2014

**Revised**

Matthew Sheldon, Superintendent  
Morris Central School District  
PO Box 40  
Morris, NY 13808

Dear Superintendent Sheldon:

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

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.  
Commissioner

Attachment

c: Nicholas Savin

**NOTE:**

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

# Annual Professional Performance Reviews

Created Tuesday, April 30, 2013

Updated Thursday, June 27, 2013

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## 1

### Disclaimers

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department 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 : 471201040000

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

471201040000

#### 1.2) School District Name: MORRIS CSD

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

MORRIS CSD

#### 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 BOCES or charter schools that did not have an approved APPR plan for the 2012-13 school year only, 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 2012-13 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 Friday, January 31, 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 in addition where there is no state-provided measure. Teachers with 50 – 100% of students covered by State-provided growth measures will receive a growth score from the State for the full Growth subcomponent score of their evaluation. Teachers with 0 – 49% of students covered by State-provided growth measures must have SLOs for the Growth subcomponent of their evaluation and one SLO must use the State-provided measure if applicable for any courses. (See guidance for more detail on teachers with State-provided measures AND SLOs.)

Please note that if the Board of Regents does not approve a value-added measure for these grades/subjects, 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: grades 6-8 Science and Social Studies, high school English Language Arts, Math, Science, and Social Studies courses associated in 2010-11 with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO:**

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

*If no State assessment or Regents exam exists:*

District-determined assessments from list of State-approved 3<sup>rd</sup> 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 3<sup>rd</sup> 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.

	ELA	Assessment
K	State-approved 3rd party assessment	STAR Early Literacy Enterprise
1	State-approved 3rd party assessment	STAR Early Literacy Enterprise or STAR Reading Enterprise
2	State-approved 3rd party assessment	STAR Reading Enterprise

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

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

The district will be using the HEDI Scoring band of 0-20 and correlating the SGP from the STAR Assessment and the results of the State Assessment to HEDI. The teachers in grades K-2 will earn one of the four HEDI ratings based on their students’ median SGP. The median SGP for students in K-2 are provided by the state approved vendor (Renaissance Learning). The teachers in grade 3 will earn one of four HEDI ratings based on the performance level students achieve on the NYS 3rd grade ELA assessment. To determine performance levels on the state 3rd grade ELA assessment, the teachers will be setting individual student growth targets that will be approved by the principal. The targets are set based on the prior year's STAR assessment results. A table has been uploaded to assist with understanding.

For grade one, the district is using STAR Reading Enterprise for

all students who have reached the probable reading level. For students who have not reached the probable reading level as determined by Renaissance Learning, we will use the STAR Early Literacy Enterprise. Regardless of the assessment chosen, the measures will be rigorous and comparable across classrooms.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	The overall performance and results exceed standards. Teachers in K-2nd grade ELA will be considered highly effective in this subcomponent if the student median SGP is in the 61-99 percentiles. Teachers in 3rd grade ELA will be considered highly effective if 85-100% of their students meet the set growth targets.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	The overall performance and results meet standards. Teachers in K-2nd grade ELA will be considered effective in this subcomponent if the student median SGP is in the 41-60 percentiles. Teachers in 3rd grade ELA will be considered highly effective if 65-84% of their students meet the set growth targets.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	The overall performance and results need improvement in order to meet standards. Teachers in K-2nd grade ELA will be considered developing in this subcomponent if the student median SGP is in the 21-40 percentiles. Teachers in 3rd grade ELA will be considered developing if 22-64% of their students meet the set growth targets.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	The overall performance and results do not meet standards. Teachers in K-2nd grade ELA will be considered ineffective in this subcomponent if the student median SGP is in the 1-20 percentiles. Teachers in 3rd grade ELA will be considered ineffective if 0-21% of their students meet the set growth targets.

### 2.3) Grades K-3 Math

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

	Math	Assessment
K	State-approved 3rd party assessment	STAR MATH Enterprise
1	State-approved 3rd party assessment	STAR MATH Enterprise
2	State-approved 3rd party assessment	STAR MATH Enterprise

	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	The district will be using the HEDI Scoring band of 0-20 and correlating the SGP from the STAR Assessment and the results
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subcomponent. If needed, you may upload a table or graphic at 2.11, below.

of the State Assessment to HEDI. Teachers in kindergarten will earn one of four HEDI ratings based on the percent of students who meet or exceed the minimum rigor expectation for growth for FGL (Functional Grade Level) target. THE FGL is provided by the state approved vendor (Renaissance Learning). The teachers in grades 1 -2 will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in 1-2 are provided by the state approved vendor (Renaissance Learning). The teachers in grade 3 will earn one of four HEDI ratings based on the performance level students achieve on the NYS 3rd grade Math assessment. To determine performance levels on the state 3rd grade Math assessment, the teachers will be setting individual student growth targets that will be approved by the principal. Targets will be set, using the prior year's STAR assessment results. A table has been uploaded to assist with understanding.

Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).

The overall performance and results exceed standards. Teachers in kindergarten will be considered highly effective if 85-100% of their students meet the FGL targets. In 1st-2nd grade math teachers will be considered highly effective in this subcomponent if the student median SGP is in the 61-99 percentiles. Teachers in 3rd grade math will be considered highly effective if 85-100% of their students meet the set growth targets.

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).

The overall performance and results meet standards. Teachers in kindergarten will be considered effective if 65-84% of their students meet the FGL targets. In 1st-2nd grade math teachers will be considered effective in this subcomponent if the student median SGP is in the 41-60 percentiles. Teachers in 3rd grade math will be considered effective if 65-84% of their students meet the set growth targets.

Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).

The overall performance and results need improvement to meet standards. Teachers in kindergarten will be considered developing if 22-64% of their students meet the FGL targets. In 1st-2nd grade math teachers will be considered developing in this subcomponent if the student median SGP is in the 21-40 percentiles. Teachers in 3rd grade math will be considered developing if 22-64% of their students meet the set growth targets.

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

The overall performance and results do not meet standards. Teachers in kindergarten will be considered ineffective if 0-21% of their students meet the FGL targets. In 1st-2nd grade math teachers will be considered ineffective in this subcomponent if the student median SGP is in the 1-20 percentiles. Teachers in 3rd grade math will be considered ineffective if 0-21% of their students meet the set growth targets.

## 2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	MCS Developed 6th Grade Science Assessment
7	District, regional or BOCES-developed assessment	MCS Developed 7th Grade Science Assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The district will be using the HEDI Scoring band of 0-20 and correlating to student success on SLO's. The teachers will earn one of the four HEDI ratings based on their students' growth targets. To determine performance levels, the teachers will be setting individual growth targets which will be approved by the principal. To set individual student growth targets, teachers will be using results from a district developed baseline assessment. Teachers will then use results from year-end district developed assessments in 6th and 7th grade and the 8th grade state science assessment to determine whether students have met the individual growth targets. A table has been uploaded to assist with understanding.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	The overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of their students meet the set growth targets.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	The overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of their students meet the set growth targets.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	The overall performance and results need improvement in order to meet standards. Teachers who are considered developing in this subcomponent will have 22-64% of their students meet the set growth targets.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	The overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will have 0-21% of their students meet the set growth targets.

## 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	MCS Developed 6th Grade Social Studies Assessment
7	District, regional or BOCES-developed assessment	MCS Developed 7th Grade Social Studies Assessment
8	District, regional or BOCES-developed assessment	MCS Developed 8th Grade 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 district will be using the HEDI Scoring band of 0-20 and correlating to student success on SLO's. The teachers will earn one of the four HEDI ratings based on their students' growth targets. To determine performance levels, the teachers will be setting individual growth targets which will be approved by the principal. To set individual student growth targets, teachers will be using results from a district developed baseline assessment. Teachers will then use results from year-end district developed assessments in 6th - 8th grades to determine whether students have met the individual growth targets. A table has been uploaded to assist with understanding.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of their students meet the set growth targets.
Effective (9 - 17 points) Results meet District goals for similar students.	The overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet the set growth targets.
Developing (3 - 8 points) Results are below District goals for similar students.	The overall performance and results need improvement in order to meet standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet the set growth targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	The overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet the set growth targets.

## 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	MCS Developed 9th Grade Global I 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 district will be using the HEDI Scoring band of 0-20 and correlating to student success on SLO's. The teachers will earn one of the four HEDI ratings based on their students' growth targets. To determine performance levels, the teachers will be setting individual growth targets which will be approved by the
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principal. To set individual student growth targets, teachers will be using results from a district developed baseline assessment. Teachers will then use results from year-end district developed or NYS Regents Exams in Global History and US History and Government to determine whether students have met the individual growth targets. A table has been uploaded to assist with understanding.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet the set growth targets.
Effective (9 - 17 points) Results meet District goals for similar students.	The overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet the set growth targets.
Developing (3 - 8 points) Results are below District goals for similar students.	The overall performance and results need improvement in order to meet standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet the set growth targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	The overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet the set growth targets.

## 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 district will be using the HEDI Scoring band of 0-20 and correlating to student success on SLO's. The teachers will earn one of the four HEDI ratings based on their students' growth targets. To determine performance levels, the teachers will be setting individual growth targets which will be approved by the principal. To set individual student growth targets, teachers will be using results from a district developed baseline assessment. Teachers will then use results from year-end NYS Regents Exams in Living Environment, Earth Science, Chemistry, and Physics to determine whether students have met the individual growth targets. A table has been uploaded to assist with understanding.
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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet the set growth targets.
Effective (9 - 17 points) Results meet District goals for similar students.	The overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet the set growth targets.
Developing (3 - 8 points) Results are below District goals for similar students.	The overall performance and results need improvement in order to meet standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet the set growth targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	The overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet the set growth targets.

## 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, 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 2.11, below.	The district will be using the HEDI Scoring band of 0-20 and correlating to student success on SLO's. The teachers will earn one of the four HEDI ratings based on their students' growth targets. To determine performance levels, the teachers will be setting individual growth targets which will be approved by the principal. To set individual student growth targets, teachers will be using results from a district developed baseline assessment. Teachers will then use results from year-end NYS Regents Exams in Algebra, Geometry, and Algebra 2/Trigonometry to determine whether students have met the individual growth targets. A table has been uploaded to assist with understanding. Students will be taking both the NYS Common Core Algebra Regents and the Integrated Algebra Regents and the higher of the two scores for each student will be used.
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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet the set growth targets.
Effective (9 - 17 points) Results meet District goals for similar students.	The overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet the set growth targets.
Developing (3 - 8 points) Results are below District goals for similar students.	The overall performance and results need improvement in order to meet standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet the set growth targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	The overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet the set growth targets.

## 2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	State approved 3rd party assessment	STAR Reading Enterprise
Grade 10 ELA	State approved 3rd party assessment	STAR Reading Enterprise
Grade 11 ELA	Regents assessment	NYS Comprehensive and Common Core ELA 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 district will be using the HEDI Scoring band of 0-20 and correlating to student success on SLO's. The teachers in grades 9-10 will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in grades 9-10 are provided by the state approved vendor (Renaissance Learning). The teachers in grade 11 will earn one of four HEDI ratings based on the results of the NYS English Regents. To determine performance levels, the teachers will be setting individual growth targets which will be approved by the principal. To set individual student growth targets, teachers will be using results from a district developed baseline assessment. Teachers will then use results from the English 11 Comprehensive ELA state regents' exam or the NYS Common Core English Regents to determine whether students meet individual targets. The district will be offering both the NYS
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Comprehensive English Regent’s exam and the NYS Common Core English Regent’s exam to students in Common Core Classes. The higher of each individual student’s scores will be used to for determining the teacher’s HEDI. A table has been uploaded to assist with understanding.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	The overall performance and results exceed standards. Teachers 9th-10th grade ELA will be considered highly effective in this subcomponent if the student median SGP is in the 61-99 percentiles. Teachers in 11th grade ELA will be considered highly effective if 85-100% of their students meet the set growth targets.
Effective (9 - 17 points) Results meet District goals for similar students.	The overall performance and results meet standards. Teachers 9th-10th grade ELA will be effective in this subcomponent if the student median SGP is in the 41-60 percentiles. Teachers in 11th grade ELA will be considered effective if 65-84% of their students meet the set growth targets.
Developing (3 - 8 points) Results are below District goals for similar students.	The overall performance and results need improvement in order to meet standards. Teachers 9th-10th grade ELA will be considered developing in this subcomponent if the student median SGP is in the 21-40 percentiles. Teachers in 11th grade ELA will be considered developing if 22-64% of their students meet the set growth targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	The overall performance and results do not meet standards. Teachers 9th-10th grade ELA will be considered ineffective in this subcomponent if the student median SGP is in the 1-20 percentiles. Teachers in 11th grade ELA will be considered ineffective if 0-21% of their students meet the set growth targets.

## 2.10) All Other Courses

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

Course(s) or Subject(s)	Option	Assessment
Economics	District, Regional or BOCES-developed	MCS Developed Assessment in 12 grade Economics
Applied Science	District, Regional or BOCES-developed	MCS Developed Assessment in 11-12 grade Applied Science
Life Skills	District, Regional or BOCES-developed	MCS Developed Assessment in 6, 7 grade Life Skills
Technology 8	District, Regional or BOCES-developed	MCS Developed 8th Grade Technology Assessment
Drawing, Design, Production	District, Regional or BOCES-developed	MCS Developed Assessment in 10-12 grade DDP
Spanish I	District, Regional or BOCES-developed	MCS Developed Assessment in Spanish I
Spanish III	District, Regional or BOCES-developed	MCS Developed Assessment in Spanish III
Spanish 7	District, Regional or BOCES-developed	MCS Developed 7th Grade Assessment in Spanish

7-8 grade P.E.	District, Regional or BOCES-developed	MCS Developed Assessment in 7th & 8th grade P.E.
Music-Vocal	District, Regional or BOCES-developed	MCS Developed Assessment in 4-6, 7-8 & 9-12 grade Vocal Music
Music- Instrumental	District, Regional or BOCES-developed	MCS Developed Assessment in 4-6, 7-8 & 9-12 grade Instrumental Music
Health 7 & 10	District, Regional or BOCES-developed	MCS Developed 7th & 10th Grade Health Assessments
Art	District, Regional or BOCES-developed	MCS Developed Assessments in 5,6, 7,8 grade Art
Library Media	District, Regional or BOCES-developed	ONC BOCES SLS (School Library System) Developed Assessments in 1, 2, & 6 grade Library Media
9-12P.E.	District, Regional or BOCES-developed	MCS Developed Assessment in 9-12 grade P.E.
K-3 P.E.	District, Regional or BOCES-developed	MCS Developed Assessment in K-3 grade P.E.
4-6 P.E.	District, Regional or BOCES-developed	MCS Developed Assessment in 4-6 grade P.E.
Spanish II	District, Regional or BOCES-developed	MCS Developed Assessment in Spanish II
English 12	State-approved 3rd party assessment	STAR Reading Enterprise

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 district will be using the HEDI Scoring band of 0-20 and correlating to student success on SLO's. The teachers will earn one of the four HEDI ratings based on their students' growth targets. To determine performance levels, the teachers will be setting individual growth targets which will be approved by the principal. To set individual student growth targets, teachers will be using results from a district developed baseline assessment. Teachers will then use results from year-end district or BOCES developed assessments to determine whether students have met the individual growth targets. The median SGP for students in grade 12 ELA are provided by the state approved vendor (Renaissance Learning). HEDI points will be based on the median SGP. A table has been uploaded to assist with understanding.

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

The overall performance and results exceed standards. Teachers in 12th grade ELA will be considered highly effective in this subcomponent if the student median SGP is in the 61-99 percentiles. Teachers of other listed courses will be considered highly effective if 85-100% of their students meet the set growth targets. The overall performance and results exceed standards.

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

The overall performance and results meet standards. Teachers in 12th grade ELA will be considered effective in this subcomponent if the student median SGP is in the 41-60 percentiles. Teachers of other listed courses will be considered

effective if 65-84% of their students meet the set growth targets. The overall performance and results meet standards.

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

The overall performance and results need improvement to meet standards. Teachers in 12th grade ELA will be considered developing in this subcomponent if the student median SGP is in the 21-40 percentiles. Teachers of other listed courses will be considered developing if 22-64% of their students meet the set growth targets.

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

The overall performance and results do not meet standards. Teachers in 12th grade ELA will be considered ineffective in this subcomponent if the student median SGP is in the 1-20 percentiles. Teachers of other listed courses will be considered ineffective if 0-21% of their students meet the set growth targets.

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/12186/501349-TXEttx9bQW/HEDI BANDS 2.11\_1.zip

## 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.

To determine growth scores, no locally developed controls will be established.

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

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

### 3. Local Measures (Teachers)

Created Tuesday, April 30, 2013

Updated Friday, January 31, 2014

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#### Page 1

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

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

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

Locally selected measures for common branch teachers: This form calls for locally selected measures in both ELA and math in grades typically served by common branch teachers. Districts may select local measures for common branch teachers that involve subjects other than ELA and math. Whatever local measure is selected for common branch teachers, please enter it under ELA and/or math and describe the assessment used, including the subject. Use N/A for other lines in that grade level that are served by common branch teachers. Describe the HEDI criteria for the measure in the same section where you identified the locally selected measure and assessment. 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 7<sup>th</sup> grade math State assessment compared to those same students' performance levels on the 6<sup>th</sup> grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4<sup>th</sup> grade ELA or math State assessments compared to those students' performance levels on the 3<sup>rd</sup> 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	4) State-approved 3rd party assessments	STAR Reading Enterprise
5	4) State-approved 3rd party assessments	STAR Reading Enterprise
6	4) State-approved 3rd party assessments	STAR Reading Enterprise
7	4) State-approved 3rd party assessments	STAR Reading Enterprise
8	4) State-approved 3rd party assessments	STAR Reading Enterprise

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.	The district will be using the HEDI Scoring band of 0-20 and correlating the SGP from the STAR Assessment to HEDI. Teachers in grades 4-8 will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in grade 4-8 is provided by the state approved vendor (Renaissance Learning). When the state implements the value-added model, the scoring band of 0-15 will be utilized. Two tables have been uploaded to assist with understanding.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results exceed standards Teachers in 4-8 grade ELA will be considered highly effective if the student median SGP is in the 61-99 percentiles.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results meets standards Teachers in 4-8 grade ELA will be considered effective if the student median SGP is in the 41-60 percentiles.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results needs improvement to meet standards Teachers in 4-8 grade ELA will be considered developing if the student median SGP is in the 21-40 percentiles.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results do not meet standards Teachers in 4-8 grade ELA will be considered ineffective if the student median SGP is in the 1-20 percentiles.

### 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	4) State-approved 3rd party assessments	STAR MATH Enterprise
5	4) State-approved 3rd party assessments	STAR MATH Enterprise
6	4) State-approved 3rd party assessments	STAR MATH Enterprise
7	4) State-approved 3rd party assessments	STAR MATH Enterprise
8	4) State-approved 3rd party assessments	STAR MATH Enterprise

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	The district will be using the HEDI Scoring band of 0-20 and correlating the SGP from the STAR Assessment to HEDI. Teachers in grades 4-8 math will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in grade 4-8 is provided by the state approved vendor (Renaissance Learning). When the state implements the value-added model, the scoring band of 0-15 will be utilized. Two tables have been uploaded to assist with understanding.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results exceed standards Teachers in 4-8 grade math will be considered highly effective if the student median SGP is in the 61-99 percentiles.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results meets standards Teachers in 4-8 grade math will be considered effective if the student median SGP is in the 41-60 percentiles.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results needs improvement to meet standards Teachers in 4-8 grade math will be considered developing if the student median SGP is in the 21-40 percentiles.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The overall performance and results do not meet standards Teachers in 4-8 grade math will be considered ineffective if the student median SGP is in the 1-20 percentiles.

### 3.3) HEDI Tables or Graphics

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

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

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

*One or more of the following types of local measures of student growth or achievement may be used for the evaluation of teachers. The options in the drop-down menus below are abbreviated from the following list:*

Measures based on:

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	7) Student Learning Objectives	STAR Early Literacy Enterprise
1	7) Student Learning Objectives	STAR Early Literacy Enterprise or STAR Reading Enterprise
2	7) Student Learning Objectives	STAR Reading Enterprise
3	7) Student Learning Objectives	STAR Reading Enterprise

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	The district will be using the HEDI Scoring band of 0-20 and correlating achievement targets or SGP from the STAR to
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subcomponent. If needed, you may upload a table or graphic at 3.13, below.

HEDI. Teachers in grades K-2 will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets in K-2 are set by the teacher and approved by the principal. The teachers in grade 3 will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in grade 3 is provided by the state approved vendor (Renaissance Learning). A table has been uploaded to assist with understanding.

For grade one, the district will be using STAR Reading Enterprise. However, in cases where the students haven't met the probable reading level, the district will use the STAR Early Literacy Enterprise as determined by Renaissance Learning. Regardless of the assessment chosen, measures will be rigorous and comparable across classrooms.

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

The overall performance and results exceed standards. Teachers in K-2nd grade ELA will be considered highly effective in this subcomponent if 85-100% of their students meet the set achievement targets. Teachers in 3rd grade ELA will be considered highly effective if the student median SGP is in the 61-99 percentiles.

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

The overall performance and results meet standards. Teachers in K-2nd grade ELA will be considered effective in this subcomponent if 65-84% of their students meet the set achievement targets. Teachers in 3rd grade ELA will be considered effective if the student median SGP is in the 41-60 percentiles.

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

The overall performance and results need improvement in order to meet standards. Teachers in K-2nd grade ELA will be considered developing in this subcomponent if 22-64% of their students meet the set achievement targets. Teachers in 3rd grade ELA will be considered developing if the student median SGP is in the 21-40 percentiles.

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

The overall performance and results do not meet standards. Teachers in K-2nd grade ELA will be considered ineffective in this subcomponent if 0-21% of their students meet the set achievement targets. Teachers in 3rd grade ELA will be considered ineffective if the student median SGP is in the 1-20 percentiles.

### 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.

	Locally-Selected Measure from List of Approved Measures	Assessment
K	7) Student Learning Objectives	STAR MATH Enterprise
1	7) Student Learning Objectives	STAR MATH Enterprise
2	7) Student Learning Objectives	STAR MATH Enterprise

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

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

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

The district will be using the HEDI Scoring band of 0-20 and correlating achievement targets or SGP from the STAR to HEDI. Teachers in grades K-2 will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets in K-2 are set by the teacher and approved by the principal. The teachers in grade 3 will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in grade 3 is provided by the state approved vendor (Renaissance Learning). A table has been uploaded to assist with understanding.

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

The overall performance and results exceed standards. Teachers in K-2nd grade math will be considered highly effective in this subcomponent if 85-100% of their students meet the set achievement targets. Teachers in 3rd grade math will be considered highly effective if the student median SGP is in the 61-99 percentiles.

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

The overall performance and results meet standards. Teachers in K-2nd grade math will be considered effective in this subcomponent if 65-84% of their students meet the set achievement targets. Teachers in 3rd grade math will be considered effective if the student median SGP is in the 41-60 percentiles.

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

The overall performance and results need improvement in order to meet standards. Teachers in K-2nd grade math will be considered developing in this subcomponent if 22-64% of their students meet the set achievement targets. Teachers in 3rd grade math will be considered developing if the student median SGP is in the 21-40 percentiles.

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

The overall performance and results do not meet standards. Teachers in K-2nd grade math will be considered ineffective in this subcomponent if 0-21% of their students meet the set achievement targets. Teachers in 3rd grade math will be considered ineffective if the student median SGP is in the 1-20 percentiles.

### 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	7) Student Learning Objectives	MCS Developed 6th Grade Science Assessment
7	7) Student Learning Objectives	MCS Developed 7th Grade Science Assessment
8	7) Student Learning Objectives	NYS 8th Grade Science 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.	Teachers in grades 6-8 science will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets in grades 6-8 science are set by the teacher and approved by the principal.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet or exceed achievement targets.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet or exceed achievement targets.
Developing (3 - 8 points) 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 standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet or exceed achievement targets.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet or exceed achievement targets.

### 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	7) Student Learning Objectives	MCS Developed 6th Grade Social Studies Assessment
7	7) Student Learning Objectives	MCS Developed 7th Grade Social Studies Assessment
8	7) Student Learning Objectives	MCS Developed 8th Grade Social Studies Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Teachers in grades 6-8 social studies will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets in grades 6-8 social studies are set by the teacher and approved by the principal.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet or exceed achievement targets.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet or exceed achievement targets.
Developing (3 - 8 points) 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 standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet or exceed achievement targets.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet or exceed achievement targets.

### 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	7) Student Learning Objectives	MCS Developed 9th Grade Global I Assessment
Global 2	7) Student Learning Objectives	NYS Global History and Geography Regents
American History	7) Student Learning Objectives	NYS American History 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.	Teachers of high school social studies will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets for students in high school social studies classes are set by the teacher and approved by the principal.
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Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet or exceed achievement targets.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet or exceed achievement targets.
Developing (3 - 8 points) 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 standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet or exceed achievement targets.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet or exceed achievement targets.

### 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	7) Student Learning Objectives	NYS Living Environment Regents
Earth Science	7) Student Learning Objectives	NYS Earth Science Regents
Chemistry	7) Student Learning Objectives	NYS Chemistry Regents
Physics	7) Student Learning Objectives	NYS Physics Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Teachers of high school science will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets for students in high school science classes are set by the teacher and approved by the principal.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet or exceed achievement targets.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet or exceed achievement targets.

Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results need improvement in order to meet standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet or exceed achievement targets.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet or exceed achievement targets.

### 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	4) State-approved 3rd party assessments	STAR MATH Enterprise
Geometry	4) State-approved 3rd party assessments	STAR MATH Enterprise
Algebra 2	4) State-approved 3rd party assessments	STAR MATH Enterprise

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.	Teachers of high school Algebra, Geometry, and Algebra 2/Trigonometry will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in Algebra, Geometry, and Algebra 2/Trigonometry is provided by the state approved vendor (Renaissance Learning).
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results exceed standards. Teachers of Algebra, Geometry, and Algebra 2/Trigonometry who are considered highly effective in this subcomponent will have students with a median SGP of 61-99.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results meet standards. Teachers of Algebra, Geometry, and Algebra 2/Trigonometry who are considered effective in this subcomponent will have students with a median SGP of 41-60.
Developing (3 - 8 points) 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 standards. Teachers of Algebra, Geometry, and Algebra 2/Trigonometry who are considered developing in this

subcomponent will have students with a median SGP of 21-40.

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

Overall performance and results do not meet standards. Teachers of Algebra, Geometry, and Algebra 2/Trigonometry who are considered ineffective in this subcomponent will only have students with a median SGP of 1-20.

### 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	7) Student Learning Objectives	MCS Developed 9th Grade ELA District Assessment
Grade 10 ELA	7) Student Learning Objectives	MCS Developed 10th Grade ELA District Assessment
Grade 11 ELA	7) Student Learning Objectives	STAR Reading Enterprise

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.

Teachers of high school English (grades 9, 10) will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets for students in high school English (grades 9, 10) are set by the teacher and approved by the principal. Teachers of English 11 will earn one of the four HEDI ratings based on their students' median SGP. The median SGP for students in grade 11 is provided by the state approved vendor (Renaissance Learning).

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

Overall performance and results exceed standards. Teachers in 9th and 10th grade who are considered highly effective in this subcomponent will have 85-100% of students meet or exceed achievement targets. Teachers in 11th grade who are considered highly effective will have students with a median SGP in the 61-99 percentiles

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

Overall performance and results meet standards. Teachers in 9th and 10th grade who are considered effective in this

grade/subject.	subcomponent will have 65-84% of students meet or exceed achievement targets. Teachers in 11th grade who are considered effective will have students with a median SGP in the 41-60 percentiles
Developing (3 - 8 points) 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 standards. Teachers in 9th and 10th grade who are considered developing in this subcomponent will have 22-64% of students meet or exceed achievement targets. Teachers in 11th grade who are considered developing will have students with a median SGP in the 21-40 percentiles
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results so not meet standards. Teachers in 9th and 10th grade who are considered ineffective in this subcomponent will have 0-21% of students meet or exceed achievement targets. Teachers in 11th grade who are considered ineffective will have students with a median SGP in 1-20 percentiles.

### 3.12) All Other Courses

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
Economics	7) Student Learning Objectives	MCS Developed Assessment in 12th grade Economics
Applied Science	7) Student Learning Objectives	MCS Developed Assessment in 11-12 grade Applied Science
Life Skills	7) Student Learning Objectives	MCS Developed Assessment in 6, 7 grade Life Skills
Technology 8	7) Student Learning Objectives	MCS Developed 8th Grade Technology Assessment
Drawing, Design, Production	7) Student Learning Objectives	MCS Developed Assessment in 10-12 grade DDP
Spanish I	7) Student Learning Objectives	MCS Developed Assessment in Spanish I
Spanish III	7) Student Learning Objectives	MCS Developed Assessment in Spanish III
Spanish 7	7) Student Learning Objectives	MCS Developed 7th Grade Assessment in Spanish
PE	7) Student Learning Objectives	MCS Developed Assessment in 7th & 8th grade P.E.
Music- Vocal	7) Student Learning Objectives	MCS Developed Assessment in 4-6, 7-8, & 9-12 grade Vocal Music
Music- Instrumental	7) Student Learning Objectives	MCS Developed Assessment in 4-6, 7-8, & 9-12 grade Instrumental Music
Health 7 & 10	7) Student Learning Objectives	MCS Developed 7th & 10th Grade Health Assessment
Art	7) Student Learning Objectives	MCS Developed Assessment in 5,6,7,8 grade Art
Library Media	7) Student Learning Objectives	ONC BOCES SLS (School Library System) Developed Assessments in 1,2, & 6 grade Library Media
P.E.	7) Student Learning Objectives	MCS Developed Assessments in 9-12 grade P.E.
P.E.	7) Student Learning Objectives	MCS Developed Assessments in K-3 grade P.E.
P.E.	7) Student Learning Objectives	MCS Developed Assessments in 4-6 grade P.E.
Spanish II	7) Student Learning Objectives	MCS Developed Assessment in Spanish II
English 12	4) State-approved 3rd party	STAR Reading Enterprise

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.	Teachers of all other courses will earn one of the four HEDI ratings based on the percentage of students who meet individual achievement targets. The students' achievement targets for students all other courses are set by the teacher and approved by the principal.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	Overall performance and results exceed standards. Teachers who are considered highly effective in this subcomponent will have 85-100% of students meet or exceed achievement targets.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results meet standards. Teachers who are considered effective in this subcomponent will have 65-84% of students meet or exceed achievement targets.
Developing (3 - 8 points) 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 standards. Teachers who are considered developing in this subcomponent will have 22-64% of students meet or exceed achievement targets.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results do not meet standards. Teachers who are considered ineffective in this subcomponent will only have 0-21% of students meet or exceed achievement targets.

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

(No response)

### 3.13) HEDI Tables or Graphics

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

assets/survey-uploads/12149/501350-y92vNseFa4/HEDI BANDS 3.13\_1.zip

### 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.

To determine scores, no locally developed controls will be established.

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

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

HEDI scores for each of a teacher's courses shall be weighted based on the number of students covered in each course, then averaged together to get a single HEDI subcomponent score. Normal rounding rules will apply.

### 3.16) Assurances

Please check all of the boxes below:

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

## 4. Other Measures of Effectiveness (Teachers)

Created Tuesday, April 30, 2013

Updated Tuesday, January 07, 2014

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### Page 1

#### 4.1) Teacher Practice Rubric

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

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

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

NYSUT Teacher Practice Rubric (2012 Edition)

Not Applicable

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

If you checked "no" above, fill in the group of teachers covered 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	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0

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.

All 60 points in the "Other Measures of Effectiveness" category will be assigned through multiple classroom observations and evidence to demonstrate competence. The Morris Central School District will be using the NYSUT 2012 Rubric to score and determine the number of points that each teacher will receive in this category. Teachers will only be scored one time at the end of the year after all observation and evidence has been considered. For multiple observations, each time an indicator of the rubric is observed, we will collect evidence of that indicator. At the end of each observation, there is a post-observation conference where selected

indicators are highlighted and are a focus for future observations.

The NYSUT 2012 Rubric has a total of 78 indicators in the seven standards as indicated below:

- Standard 1=8
- Standard 2=12
- Standard 3=15
- Standard 4=10
- Standard 5=10
- Standard 6=16
- Standard 7=7

All indicators that the district observes will be weighted evenly and scored on a 1-4 score. One is considered ineffective, 2 is developing, 3 is considered effective and 4 is considered highly effective. These scores are totaled and then divided by the number of indicators observed to get an average score between 1-4. This total score is then converted to a score between 0 and 60, using the attached conversion chart. The values indicated on the conversion chart are the minimum values needed to attain the corresponding HEDI score. All scores will be rounded to the nearest whole number. This rounding will not result in a change of one HEDI rating to another. If so, the number will be rounded up or down accordingly. Any score that is has a decimal between .50 and .99 will be rounded up to the nearest whole number. Any score that has a decimal between .01 and .49 will be rounded down to the nearest whole number.

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

(No response)

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	To be considered highly effective in this subcomponent, the teacher must have a score of 59-60 on the HEDI Ratings. this will be broken down as: 3.5=59 3.6=59.3 3.7=59.5 3.8=59.8 3.9=60 4.0=60
Effective: Overall performance and results meet NYS Teaching Standards.	To be considered effective in this subcomponent, the teacher must have a score of 57-58 on the HEDI Ratings. this will be broken down as: 2.5=57 2.6=57.2 2.7=57.4 2.8=57.6 2.9=57.8 3.0=58 3.1=58.2 3.2=58.4 3.3=58.6 3.4=58.8
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	To be considered developing in this subcomponent, the teacher must have a score of 50-56 on the HEDI Ratings. this will be broken down as:

1.5=50  
1.6=50.7  
1.7=51.4  
1.8=52.1  
1.9=52.8  
2.0=53.5  
2.1=54.2  
2.2=54.9  
2.3=55.6  
2.4=56.3

Ineffective: Overall performance and results do not meet NYS Teaching Standards.

To be considered ineffective in this subcomponent, the teacher must have a score of 0-49 on the HEDI Ratings. this will be broken down as:

1.000=0  
1.008=1  
1.017=2  
1.025=3  
1.033=4  
1.042=5  
1.050=6  
1.058=7  
1.067=8  
1.075=9  
1.083=10  
1.092=11  
1.100=12  
1.108=13  
1.115=14  
1.123=15  
1.131=16  
1.138=17  
1.146=18  
1.154=19  
1.162=20  
1.169=21  
1.177=22  
1.185=23  
1.192=24  
1.200=25  
1.208=26  
1.217=27  
1.225=28  
1.233=29  
1.242=30  
1.250=31  
1.258=32  
1.267=33  
1.275=34  
1.283=35  
1.292=36  
1.300=37  
1.308=38  
1.317=39  
1.325=40  
1.333=41  
1.341=42  
1.350=43  
1.358=44  
1.367=45  
1.375=46

1.383=47  
1.392=48  
1.400=49

Provide the ranges for the 60-point scoring bands.

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

## 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers   Formal/Long	2
4.6) Observations of Probationary Teachers   Informal/Short	0
4.6) Observations of Probationary Teachers   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?

- Not Applicable

## 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

- 
- Not Applicable
-

# 5. Composite Scoring (Teachers)

Created Tuesday, April 30, 2013

Updated Tuesday, January 07, 2014

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## Page 1

### **Standards for Rating Categories**

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

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

#### **Other Measures of Effectiveness (Teacher and Leader standards)**

#### **Highly Effective**

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

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

Overall performance and results exceed NYS Teaching Standards.

#### **Effective**

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

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

Overall performance and results meet NYS Teaching Standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

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

**Overall Composite Score**  
**Highly Effective**  
**22-25**  
**14-15**  
**Ranges determined locally--see above**

**91-100**  
**Effective**  
**10-21**  
**8-13**  
**75-90**  
**Developing**  
**3-9**  
**3-7**  
**65-74**  
**Ineffective**  
**0-2**  
**0-2**  
**0-64**

# 6. Additional Requirements - Teachers

Created Tuesday, April 30, 2013

Updated Friday, January 31, 2014

## Page 1

### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

### 6.2) Attachment: Teacher Improvement Plan Forms

As a required attachment to this APPR plan, upload the TIP forms that are used in the school district or BOCES. 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/5265/133318-Df0w3Xx5v6/TEACHER IMPROVEMENT PLAN.rtf

### 6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

1. Appeals of teacher evaluations must be made formally in writing within ten (10) business days of receipt of the completed evaluation or issuance/implementation of the TIP. A teacher may only appeal a rating of "developing" or "ineffective" on his/her

overall rating. The appeal must include a detailed written description of the specific areas of disagreement over his/her performance review, or the issuance and/or implementation of the terms of his/her improvement plan and any additional documents or materials relevant to the appeal. The burden of proof in an appeal remains with the teacher. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered.

2. Appeals may be made for the following reasons:

a. Failure of the school district to adhere to the standards and methodologies required for such reviews, pursuant to Education Law 3012-c.

b. Failure of the school to adhere to the Commissioner's regulations, as applicable to such reviews.

c. Failure of the school district to comply with any applicable locally negotiated procedures applicable to annual professional performance reviews or improvement plans.

d. Failure of the school district's issuance and/or implementation of the terms of the teacher improvement plan under Education Law 3012-c.

e. The substance of the annual professional performance review

3. After reviewing the original evaluation/teacher improvement plan and teacher appeal, the superintendent of schools shall convene an informal hearing within 10 business days of receipt of the written appeal to allow all parties to be heard on the matter.

4. A final written decision on the merits of the appeal shall be rendered by the superintendent no later than thirty (30) business days from the date upon which the teacher filed his/her appeal.

5. The superintendent's decision shall set forth the reason and factual basis for each determination on each of the specific issues raised in the teacher's appeal.

6. If the appeal is sustained, the reviewer may set aside a rating if it has been affected by substantial error or defect or order a new evaluation if the procedures have been violated.

7. A copy of the decision shall be provided to the teacher and the evaluator/administrator.

8. All teacher evaluation appeal decisions shall be final. This shall not be considered a waiver of any other rights under any statutory or regulatory provisions.

## 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.

The District will ensure that all evaluators and lead evaluators are properly trained and certified to complete an individual performance review. Evaluator training will be conducted by properly credentialed personnel and is an ongoing process. Evaluator training will replicate the recommended SED model certification process per Education Law 3012-c regulations.

That training will address all nine of the elements found in section 30-2.9b of the Commissioners regulations.

Both the evaluators and lead evaluators will be attending training either at the regional or state level, provided by the District's Network Team, NYSUT approved trainers and/or by other professionals in the field prior to being certified and prior to any observations. All evaluators and lead-evaluators have attended NYSUT training on use of the NYSUT rubric to ensure inter-rater reliability. All evaluators will also be attending training on recalibration of the NYSUT rubric to ensure inter-rater reliability.

The Morris School Board will certify that all evaluators and lead-evaluators have attended appropriate training in all 9 elements. The BOE will certify the evaluators and lead-evaluators initially before they are allowed to complete final evaluations and will re-certify all evaluators and lead-evaluators on a yearly basis after ensuring that all needed additional training has been met. Training will be an ongoing process and will consist of at least two days a year.

## 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

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• Checked

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## 6.6) Assurances -- Teachers

Please check all of the boxes below:

6.6) Assurances -- Teachers   Assure the entire APPR plan will be completed for each teacher as soon as practicable, but in no case later than September 1 of the school year next following the school year for which 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)

Created Tuesday, April 30, 2013

Updated Monday, July 01, 2013

## Page 1

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

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

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

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-12
(No response)

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

Please check the boxes below:

7.2) Assurances -- State-Provided Measures of Student Growth   Assure that the value-added growth score(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)/courses(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.

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.	Based on students enrollment, the principal will be covered by the state provided growth score.
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	Overall performance and results exceed standards.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Overall performance and results meet standards.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Overall performance and results need improvement in order to meet standards.
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	Overall performance and results do not meet standards.

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.

(No response)

## 7.5) Principals with More Than One Growth Measure

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

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

## 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

# 8. Local Measures (Principals)

Created Tuesday, April 30, 2013

Updated Thursday, January 23, 2014

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## Page 1

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

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

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

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

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).

### 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 9<sup>th</sup> and/or 10<sup>th</sup> grade credit accumulation and/or the percentage of students that pass 9<sup>th</sup> and/or 10<sup>th</sup> 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-12	(d) measures used by district for teacher evaluation	NYS 4th & 8th Grade Science Assessments, NYS Living Environment Regents, NYS Earth Science Regents, NYS Chemistry Regents, NYS Physics Regents, NYS Global History and Geography Regents, NYS Algebra Regents (Integrated and Common Core), NYS Geometry Regents, NYS Algebra II Regents, NYS ELA Regents (Comprehensive and Common Core).
K-12	(d) measures used by district for teacher evaluation	STAR Early Literacy Enterprise, STAR MATH Enterprise, STAR Reading Enterprise

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

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

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>To determine the locally developed score for the principal, the district will be using student results on all New York State Regents, 4th &amp; 8th grade NYS Science tests, and the MGP (Median Growth Percentile) of all students in K-12 on the Enterprise STAR Math and Reading, Early Literacy assessments. The principal will receive one HEDI score based on the MGP of 1-12 grade STAR ELA scores (or the STAR Early Literacy where applicable). Another HEDI score will be determined based on the MGP of 1-12 grade STAR Math scores. A third HEDI score will be determined based on the proficiency of all Regents results. A 4th HEDI score will be determined based on the proficiency of 4th and 8th grade Science results. The target on all NYS Regents and on the NYS Science tests is proficiency as is set by the state with points on the HEDI scale reflective of this. These four HEDI scores will</p>
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be averaged together to obtain one HEDI rating for the principal. The score will be based on a weighted average of the four HEDI scores gleaned from the uploaded charts, based on the number of students covered by each measure. Prior to the implementation of the state Value Added model, the HEDI Band of 0-20 will be used. Once the state implements the Value Added model, the HEDI Band of 0-15 will be used.

For both Algebra I and Grade 11 ELA, students in Common Core classes, take both NYS Regents assessments and the principal will use the higher of the two assessment scores.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.

Overall performance and results exceed standards. The principal will be considered highly effective in this subcomponent if 85-100% of students meet or exceed proficiency on state assessments as defined by the state (3's & 4's, 65 and above) and if the combined MGP scores for the STAR assessments is 61 or above.

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

Overall performance and results meet standards. The principal will be considered effective in this subcomponent if 65-84% of students meet or exceed proficiency on state assessments as defined by the state (3's & 4's or 65 and above) and if the combined MGP scores for the STAR assessments is between 41 to 60.

Developing (3 - 7 points) 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 standards. The principal will be considered developing in this subcomponent if 22-64% of students meet or exceed proficiency on state assessments as defined by the state (3's & 4's or 65 and above) and if the combined MGP scores for the STAR assessments is between 21 to 40.

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

Overall performance and results do not meet standards. The principal will be considered ineffective in this subcomponent if only 0-21% of students meet or exceed proficiency on state assessments as defined by the state (3's & 4's or 65 and above) and if the combined MGP scores for the STAR assessments is between 1 to 20.

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/12190/501355-qBFVOWF7fC/Principal 8.1\_2.zip

## 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.**

**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 9<sup>th</sup> and/or 10<sup>th</sup> grade credit accumulation and/or the percentage of students that pass 9<sup>th</sup> and/or 10<sup>th</sup> 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.	The district only has one principal and she will be covered in 8.1.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results exceed standards.

Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results meet standards.
Developing (3 - 8 points) 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 standards.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Overall performance and results do not meet standards.

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

No local controls will be used.

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

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

The four HEDI scores will be averaged together to obtain one HEDI rating for the principal. The score will be based on a weighted average of the four HEDI scores gleaned from the uploaded charts, based on the number of students covered by each measure. The district will use normal rounding rules.

### 8.5) Assurances

Please check all of the boxes below:

8.5) Assurances   Assure that the application of locally developed controls will be rigorous, fair, and transparent	Check
8.5) Assurances   Assure that use of locally developed controls will not have a disparate impact on underrepresented students, in accordance with any applicable civil rights laws.	Check
8.5) Assurances   Assure that enrolled students are included in accordance with policies for student assignment to schools and may not be excluded.	Check
8.5) Assurances   Assure that procedures for ensuring data accuracy and integrity are being utilized.	Check
8.5) Assurances   Assure that the process for assigning points for locally selected measures will use the narrative HEDI descriptions described in the regulations to effectively differentiate principals' performance in ways that improve student learning and instruction.	Check

8.5) Assurances   Assure that it is possible for a principal to earn each point, including 0, for the locally selected measures subcomponent.	Check
8.5) Assurances   Assure that locally-selected measures are rigorous and comparable across all principals in the same or similar programs or grade configurations across the district.	Check
8.5) Assurances   If more than one type of locally-selected measure is used for different groups of principals in the same or similar grade configuration or program, certify that the measures are comparable based on the Standards of Educational and Psychological Testing.	Check
8.5) Assurances   Assure that all locally-selected measures for a principal are different than any measures used for the State assessment or other comparable measures subcomponent.	Check

# 9. Other Measures of Effectiveness (Principals)

Created Tuesday, April 30, 2013

Updated Tuesday, January 07, 2014

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## Page 1

### 9.1) Principal Practice Rubric

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

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

Multidimensional Principal Performance Rubric

(No response)

### 9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

### 9.3) Assurances -- Goals

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

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)
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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)
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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)
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District variance	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Parent Survey)	(No response)
Principal Evaluation Tripod School Perception Survey (Combined Student Surveys)	(No response)
NYC School Survey-2012 Parent Survey	(No response)
NYC School Survey-2012 Student Survey	(No response)
NYC School Survey-2012 Teacher Survey	(No response)

## 9.6) Assurances

Please check all of the boxes below:

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.

All 60 points in the "Other Measures of Effectiveness" category will be assigned through multiple building observations and evidence to demonstrate competence. The Morris Central School District will be using the Multidimensional Rubric to score and determine the number of points that the principal will receive in this category. The principal will only be scored one time at the end of the year after all observations and evidence has been considered. Each time, an indicator of the rubric is observed, evidence of that indicator will be collected.

The Multidimensional Rubric has a total of 22 indicators in the six domains and in an "Other: Goal Setting and Attainment" category as indicated below:

Domain 1=2  
 Domain 2=5  
 Domain 3=4  
 Domain 4=3  
 Domain 5=2  
 Domain 6=2  
 Other: Goal Setting and Attainment =4

At the end of the year, the principal will be evaluated on all 22 indicators that will be weighted evenly and scored on a 1-4 score. One is considered ineffective, 2 is developing, 3 is considered effective and 4 is considered highly effective. These scores are totaled and then divided by 22 to get an average score between 1-4. This total score is then converted to a score between 0 and 60, using the attached conversion chart. The values indicated on the conversion chart are the minimum values needed to attain the corresponding HEDI score. All scores will be rounded to the nearest whole number. This rounding will not result in a change of one HEDI rating to another. If so, the number will be rounded up or down accordingly. Any score that is has a decimal between .50 and .99 will be rounded up to the nearest whole number. Any score that has a decimal between .01 and .49 will be rounded down to the nearest whole number.

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/12205/501356-pMADJ4gk6R/CONVERSION OF RUBRIC POINTS TO HEDI SCORING-Principals.zip

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

Highly Effective: Overall performance and results exceed standards.	The principal will be considered highly effective if she scores 59-60 points, using the combined points from the goal sheet and the HEDI chart.
Effective: Overall performance and results meet standards.	The principal will be considered effective if she scores 57-58 points, using the combined points from the goal sheet and the HEDI chart.
Developing: Overall performance and results need improvement in order to meet standards.	The principal will be considered developing if she scores 50-56 points, using the combined points from the goal sheet and the HEDI chart.
Ineffective: Overall performance and results do not meet standards.	The principal will be considered ineffective if she scores 0-49 points, using the combined points from the goal sheet and the HEDI chart.

Please provide the locally-negotiated 60 point scoring bands.

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

## 9.8) School Visits

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

### **Probationary Principals**

By supervisor	5
By trained administrator	0
By trained independent evaluator	0
Enter Total	5

### **Tenured Principals**

By supervisor	5
By trained administrator	0
By trained independent evaluator	0
Enter Total	5

# 10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Tuesday, January 07, 2014

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## Page 1

### **Standards for Rating Categories**

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

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

#### **Other Measures of Effectiveness (Teacher and Leader standards)**

#### **Highly Effective**

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

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

Overall performance and results exceed ISLLC leadership standards.

#### **Effective**

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

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

Overall performance and results meet ISLLC leadership standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet ISLLC leadership standards.

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	57-58
Developing	50-56
Ineffective	0-49

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 Friday, January 31, 2014

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## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in 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/5276/144222-Df0w3Xx5v6/PRINCIPAL IMPROVEMENT PLAN.rtf](#)

### 11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

1. Appeals of principal evaluations must be made formally in writing within ten (10) business days of receipt of the completed evaluation or issuance/implementation of the PIP. A principal may only appeal a rating of "developing" or "ineffective" on his/her overall rating. The appeal must include a detailed written description of the specific areas of disagreement over his/her performance review, or the issuance and/or implementation of the terms of his/her improvement plan and any additional documents or materials relevant to the appeal. The burden of proof in an appeal remains with the principal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time of the appeal is filed shall not be considered.
2. Appeals may be made for the following reasons:
  - a. Failure of the school district to adhere to the standards and methodologies required for such reviews, pursuant to Education Law 3012-c.
  - b. Failure of the school to adhere to the Commissioner's regulations, as applicable to such reviews.
  - c. Failure of the school district to comply with any applicable locally negotiated procedures applicable to annual professional performance reviews or improvement plans.
  - d. Failure of the school district's issuance and/or implementation of the terms of the Principal improvement plan under Education Law 3012-c..
  - e. The substance of the annual professional performance review
3. A superintendent from another ONC BOCES component district, which is mutually agreed upon by the principal and superintendent, will be selected to hear the appeal and render a decision.
4. After reviewing the original evaluation/principal improvement plan and principal appeal, the superintendent selected to hear the appeal shall convene an informal hearing within 10 business days of receipt of the written appeal to allow all parties to be heard on the matter.
5. A final written decision on the merits of the appeal shall be rendered by the superintendent no later than thirty (30) business days from the date upon which the principal filed his/her appeal.
6. The superintendent's decision shall set forth the reason and factual basis for each determination on each of the specific issues raised in the principal's appeal.
7. If the appeal is sustained, the reviewer may set aside a rating if it has been affected by substantial error or defect or order a new evaluation if the procedures have been violated.
8. A copy of the decision shall be provided to the principal and the evaluator.
9. All principal evaluation appeal decisions shall be final. This shall not be considered a waiver of any other rights under any statutory or regulatory provisions.

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

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

The District will ensure that all evaluators and lead evaluators are properly trained and certified to complete an individual performance review. Evaluator training will be conducted by properly credentialed personnel and is ongoing process. Evaluator training will replicate the recommended SED model certification process per Education Law 3012-c regulations.

Both the evaluators and lead evaluators will be attending training either at the regional or state level, provided by the District's Network Team, NYSUT approved trainers and/or by other professionals in the field prior to being certified and prior to any observations. All evaluators and lead-evaluators have attended training on the Multidimensional Principal Performance Rubric to ensure inter-rater reliability. The evaluators will also be attending training on recalibration to ensure inter-rater reliability.

The Morris School Board will certify that all evaluators and lead-evaluators have attended appropriate training in all 9 elements found in section 30-2.9b . The BOE will certify the evaluators and lead-evaluators initially before they are allowed to complete final evaluations and will re-certify all evaluators and lead-evaluators on a yearly basis after ensuring that all needed additional training has been met. The training is an ongoing process and will include at least two days per year.

## 11.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

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• Checked

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## 11.6) Assurances -- Principals

Please check all of the boxes below:

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

11.6) Assurances -- Principals   Assure that the district will provide the principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of principal effectiveness subcomponent for a principal's annual professional performance review, in writing, no later than the last	Checked
---	---------

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

## 11.7) Assurances -- Data

Please check all of the boxes below:

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

## 12. Joint Certification of APPR Plan

Created Tuesday, April 30, 2013

Updated Monday, February 10, 2014

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### Page 1

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

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

assets/survey-uploads/12158/501359-3Uqgn5g9Iu/District Certificataion - APPR 2-10-14.zip

#### 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.



















## CONVERSION OF RUBRIC POINTS TO HEDI SCORING OTHER MEASURES OF EFFECTIVENESS (9.7)

1.000=0	1.325=40
1.008=1	1.333=41
1.017=2	1.341=42
1.025=3	1.350=43
1.033=4	1.358=44
1.042=5	1.367=45
1.050=6	1.375=46
1.058=7	1.383=47
1.067=8	1.392=48
1.075=9	1.4000=49
1.083=10	1.500=50
1.092=11	1.600=50.7
1.100=12	1.700=51.4
1.108=13	1.800=52.1
1.115=14	1.900=52.8
1.123=15	2.0=53.5
1.131=16	2.1=54.2
1.138=17	2.2=54.9
1.146=18	2.3=55.6
1.154=19	2.4=56.3
1.162=20	2.5=57.0
1.169=21	2.6=57.2
1.177=22	2.7=57.4
1.185=23	2.8=57.6
1.192=24	2.9=57.8
1.200=25	3.0=58
1.208=26	3.1=58.2
1.217=27	3.2=58.4
1.225=28	3.3=58.6
1.233=29	3.4=58.8
1.242=30	3.5=59
1.250=31	3.6=59.3
1.258=32	3.7=59.5
1.267=33	3.8=59.8
1.275=34	3.9=60
1.283=35	4.0=60
1.292=36	
1.300=37	
1.308=38	
1.317=39	

# TEACHER IMPROVEMENT PLAN

Teacher: \_\_\_\_\_

School Year: \_\_\_\_\_

Needed Areas of Improvement (Standard/Indicator)	Measurable Goals as Evidence of Improvement	Strategies Towards Improvement	Assessment Method	Timeline

Teacher's Signature: \_\_\_\_\_

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

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

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

Administrator's Signature: \_\_\_\_\_

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

# PRINCIPAL IMPROVEMENT PLAN

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

School Year: \_\_\_\_\_

Needed Areas of Improvement (Standard/Indicator)	Measurable Goals as Evidence of Improvement	Strategies Towards Improvement	Assessment Method	Timeline

Principal's Signature: \_\_\_\_\_

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

Superintendent's Signature: \_\_\_\_\_

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

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

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

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

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

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

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

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR plan will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES will provide the teacher's or principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's or principal's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured
- Assure that the APPR plan will be posted on the district's or BOCES' website by September 10 or within 10 days after it is approved by the Commissioner, whichever is later
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English Language Learners and students with disabilities

- Assure that educators who receive a Developing or Ineffective rating will receive a 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, 2013, assure that this was the result of unresolved collective bargaining negotiations

**Signatures, dates**

Superintendent Signature: Date:

*Matthew J. [Signature]* 2/10/14

Teachers Union President Signature: Date:

*[Signature]* 2/10/14

Administrative Union President Signature: Date:

*Katharine Amico* 2/10/14

Board of Education President Signature: Date:

*Nicquid A. Coyle* 2/10/14