



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

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Acting Commissioner of Education  
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June 12, 2015

**Revised**

Matthew Cook, Superintendent  
Newark Central School District  
100 East Miller Street  
Newark, NY 14513

Dear Superintendent Cook:

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

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

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

Thank you again for your hard work.

Sincerely,

Elizabeth R. Berlin  
Acting Commissioner

Attachment

c: Scott Bischooping

**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 Wednesday, April 09, 2014

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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 : 650101060000

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

650101060000

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

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

NEWARK 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
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## 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: 04/30/2013

Last updated: 04/30/2015

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

### Page 1

#### **STATE-PROVIDED MEASURES OF STUDENT GROWTH**

##### **(25 points with an approved value-added measure)**

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

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

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

#### **2.1) Assurances**

Please check the boxes below:

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

#### **STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)**

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

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

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

*If no State assessment or Regents exam exists:*

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Newark Central School District Developed K ELA Assessment
1	District, regional, or BOCES-developed assessment	Newark Central School District Developed Grade 1 ELA Assessment
2	District, regional, or BOCES-developed assessment	Newark Central School District Developed Grade 2 ELA Assessment

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

For K-3 ELA: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	All student learning objectives for K-2 ELA will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by building principals based on students' prior academic history. For K-2, District developed post assessments will be utilized to determine if targets were met. For Grade 3, the State ELA assessment will be utilized to determine if the targets were met. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

### 2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Newark Central School District Developed K Math Assessment
1	District, regional, or BOCES-developed assessment	Newark Central School District Developed Grade 1 Math Assessment
2	District, regional, or BOCES-developed assessment	Newark Central School District Developed Grade 2 Math Assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

For Grades K-3 Math: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	All student learning objectives for K-2 Math will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by building principals based on students' prior academic history. For K-2, District developed post assessments will be utilized to determine if targets were met. For Grade 3, the State Math assessment will be utilized to determine if the targets were met. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

## 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	Newark Central School District Developed Grade 6 Science Assessment
7	District, regional or BOCES-developed assessment	Newark Central School District Developed Grade 7 Science Assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

For Grades 6-8 Science: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	All student learning objectives for Grade 6-8 Science will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by the building principal based on students' prior academic history. For Grade 6-7 Science, District developed post assessments will be utilized to determine if targets were met. For Grade 8 Science, the State assessment will be utilized to determine if targets were met. Points will be assigned based on 80% of the students in the teacher's SLO achieving growth as defined by the teacher and a building principal. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

## 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	Newark Central School District Developed Grade 6 Social Studies Assessment
7	District, regional or BOCES-developed assessment	Newark Central School District Developed Grade 7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	Newark Central School District Developed Grade 8 Social Studies Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	All student learning objectives for Grade 6-8 Social Studies will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by the building principal based on students' prior academic history. District developed post assessments will be utilized to determine if targets were met. Points will be assigned based on 80% of the students in the teacher's SLO achieving growth as defined by the teacher and a building principal. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet District goals for similar students.	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below District goals for similar students.	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

## 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	Newark Central School District Developed Global 1 Assessment

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

For High School Social Studies Regents Courses: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	All student learning objectives for Global 1, Global 2 and American History will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student learning targets approved by the building principals based on students' prior academic history. For Global 1, District developed post assessments will be utilized to determine if targets were met. For Global 2 and American History, the Regents assessment will be utilized to determine if targets were met. Points will be assigned based on 80% of the students in the teacher's SLO achieving growth as defined by the teacher and a building principal. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet District goals for similar students.	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below District goals for similar students.	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

## 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.	For Regents Science courses, all student learning objectives will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by the building principal based on prior academic history. The Regents assessment will be utilized to determine if targets were met. Points will be assigned based on 80% of the students in the teacher's SLO achieving growth as defined by the teacher and a building principal. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet District goals for similar students.	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below District goals for similar students.	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

## 2.8) High School Math Regents Courses

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	For Regents Math courses, all student learning objectives will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by the building principal based on prior academic history. The Regents assessment will be utilized to determine if targets were met. Points will be assigned based on 80% of the students in the teacher's SLO achieving growth as defined by the teacher and a building principal. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Algebra 1 students will take only the NYS Common Core Algebra Regents. Both the NYS Common Core Geometry Regents and the NYS Geometry Regents will be administered to students taking the Common Core Geometry course. Teachers will use the higher of the two assessment scores. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet District goals for similar students.	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below District goals for similar students.	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

## 2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Developed Grade 9 ELA Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Developed Grade 10 ELA Assessment
Grade 11 ELA	Regents assessment	NYS Comprehensive English Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	All student learning objectives for Grades 9, 10 and 11 ELA will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by the building principal based on students prior academic history. For Grades 9 and 10, Wayne-Finger Lakes BOCES developed post assessments will be utilized to determine if targets were met. For Grade 11 ELA, the NYS Comprehensive English Regents examination will be utilized to determine if targets were met. All students will take only the NYS Comprehensive English Regents. Beginning in 2015-16, only the Common Core English Regents will be administered. Points will be assigned based on 80% of the students in the teacher's SLO achieving growth as defined by the teacher and a building principal. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target. Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines: -Student must be included in the teacher's enrollment to be included in percentage calculation. -Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment
Effective (9 - 17 points) Results meet District goals for similar students.	Effective = 76-84% of students will meet or exceed their target goal on the summative assessment
Developing (3 - 8 points) Results are below District goals for similar students.	Developing = 68-75% of students will meet or exceed their target goal on the summative assessment
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment

## 2.10) All Other Courses

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

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

	Course(s) or Subject(s)	Option	Assessment
	Economics -Grade 12	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Economics 12 Assessment
	Health- Grades 6, 7, 8	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed 6-8 Health Assessment
	Design and Drawing for Production	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Design and Draw for Production Assessment
	High School Chorus	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed High School Chorus Assessment

	Accounting	District, Regional or BOCES-developed	Newark CSD Developed Accounting Assessment
	Participation in Government - Grade 12	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Participation in Government Assessment
	Elementary Music	District, Regional or BOCES-developed	Newark Central School District Developed Elementary Music Assessment
	Art (Elementary, Middle School, High School)	District, Regional or BOCES-developed	Newark Central School District Developed Art Assessment-Elementary, Middle School, High School levels
	Library / Media Specialist K-12	District, Regional or BOCES-developed	Newark CSD Developed Library / Media Assessment- K-12 levels
	Health - High School	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Health Assessment-High School level
	Physical Education K-12	District, Regional or BOCES-developed	Newark Central School District Developed Grade Specific Physical Education Assessment-K-12
	Family & Consumer Science-Middle School/High School	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Family & Consumer Science Assessment- Middle School/High School levels
	Technology Education Grades 7-8	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Grades 7 & 8 Technology Assessment
	Spanish - Grade 7	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Spanish 7 Assessment
	French- Grade 7	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed French 7 Assessment
	Spanish 1, 2, 3, 4	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed Spanish 1, 2, 3, 4 Assessments
	French 1, 2, 3, 4	District, Regional or BOCES-developed	Wayne-Finger Lakes BOCES Developed French 1,2 ,3 4 Assessments
	English 12	District, Regional or BOCES-developed	Newark CSD Developed English 12 Assessment
	Elementary Band	District, Regional or BOCES-developed	Newark CSD Developed Elementary Level Band Assessment
	Middle Level Band	District, Regional or BOCES-developed	Newark CSD Developed Middle Level Band Assessment

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.</p>	<p>All student learning objectives K-12 will be based on individual teachers target setting in order to measure student growth. Teachers will set individual student growth targets approved by the building principal based on students' prior academic history. Newark CSD District developed post assessments or Wayne-Finger Lakes BOCES developed post assessments or State Assessments where applicable, will be utilized to determine if targets were met. Algebra 1 students will take only the NYS Common Core Algebra Regents but Algebra 1B students will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents and the higher of the two scores will be used. Points will be assigned based on 80% of the students in the teacher's SLO achieving growth as defined by the teacher and a building principal. A teacher will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students who meet or exceed their target.</p> <p>Calculation of a SLO score: After the post-assessment is administered and scored, the percentage of students meeting their target shall be determined according to the following guidelines:</p> <ul style="list-style-type: none"> <li>-Student must be included in the teacher's enrollment to be included in percentage calculation.</li> <li>-Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.</li> </ul> <p>For grades 4-8 ELA and Math teachers, the above SLO process will be utilized as a back up measure if needed.</p>
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>Highly Effective = 85% of students or more will meet or exceed their target goal on the summative assessment</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>Effective = 76-84% of students will meet or exceed their target goal on the summative assessment</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>Developing = 68-75% of students will meet or exceed their target goal on the summative assessment</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>Ineffective = 67% or fewer students will meet or exceed their target goal on the summative assessment</p>

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. \(MS Word\)](#)

[https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12186/629386-avH4IQNZMh/2.10%20all%20other%20courses%20\(3\)\\_ha6zOgk.docx](https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12186/629386-avH4IQNZMh/2.10%20all%20other%20courses%20(3)_ha6zOgk.docx)

**2.11) HEDI Tables or Graphics**

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

[https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12186/629386-TXEttx9bQW/2.11%20HEDI%20chart%20\(3\).docx](https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12186/629386-TXEttx9bQW/2.11%20HEDI%20chart%20(3).docx)

**2.12) Locally Developed Controls**

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

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

Not Applicable

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

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

### 3. Local Measures (Teachers)

Created: 04/30/2013

Last updated: 04/30/2015

For guidance on the Locally Selected Measures subcomponent, see NYSED APPR Guidance sections E, F, and I. NYSED APPR Guidance is posted on [www.EngageNY.org](http://www.EngageNY.org) at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

#### 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).

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#### **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	6(ii) School wide measure computed locally	Newark CSD district developed Grade 4 ELA Assessment
5	6(ii) School wide measure computed locally	Newark CSD district developed Grade 5 ELA Assessment
6	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
7	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English

8	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
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For Grades 4-8 ELA: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.

All grades 3-5 Intermediate Level teachers will receive the same score calculated by totaling the percentage of students demonstrating one year's growth, as shown by benchmarking three reading levels (or achievement to Level Z) measured by the last reading assessment of the previous school year compared to the last reading assessment of the current school year, as defined by Newark CSD's district developed benchmark system.

HEDI points will be awarded based on the average percentage of students in grades 3-5 meeting or exceeding three levels of growth (or achievement to level Z) according to the reading assessment.

The benchmark system is based on a system of reading levels from A to Z.

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

A student may benchmark any sequence of 3 of the above levels. For example, a student may benchmark N O P, P Q R, M N O, Q R S, T U V, U V W, etc. throughout the course of the school year in order to meet the expected growth.

All grades 6-8 Middle School Level teachers will receive a weighted score based upon:

30%=percentage of students performing at Levels 2, 3 and 4 on the NYS ELA and NYS Math Assessments

70%=percentage of students achieving passing scores (65 or above) on the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English).

Students who are in the Algebra 1 course will take only the NYS Common Core Algebra Regents. Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year,

only the Common Core English Regents will be administered.

Example:

There are 300 scores from students taking the NYS ELA and NYS Math Assessments in grades 6-8. 200 of these scores are Levels 2, 3 or 4. Divide 200 by 300=67, to find the percentage of students scoring proficient on the NYS ELA and NYS Math Assessments. 67 corresponds to 14 HEDI points-Effective according to the Local Measures Conversion Chart.

There are 500 total scores from students taking the five primary Regents Exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above. Divide 400 by 500=80, to find the percentage of students scoring proficient. 80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.

Add the HEDI scores together according to their weighting as follows:  
 $14+14+14+17+17+17+17+17+17+17=161$

Divide 161 by 10 to find the average;  $161/10=16.1$ , which corresponds to 16-Effective on the Local Measures Conversion Chart. Normal rounding rules will apply.

The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix. A 0-15 Point HEDI Score will be used once the State approves the value-added model. See chart in task 3.13

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

see upload in task 3.13

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

see upload in task 3.13

Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13

### 3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	Newark CSD district developed Grade 4 ELA Assessment
5	6(ii) School wide measure computed locally	Newark CSD district developed Grade 5 ELA Assessment
6	6(ii) School wide measure computed locally	.NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
7	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
8	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.

All grades 3-5 Intermediate Level teachers will receive the same score calculated by totaling the percentage of students demonstrating one year's growth, as shown by benchmarking three reading levels (or achievement to Level Z) measured by the last reading assessment of the previous school year compared to the last reading assessment of the current school year, as defined by Newark CSD's district developed benchmark system.

HEDI points will be awarded based on the average percentage of students in grades 3-5 meeting or exceeding three levels of growth (or achievement to level Z) according to the reading assessment.

The benchmark system is based on a system of reading levels from A to Z.

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

A student may benchmark any sequence of 3 of the above levels. For example, a student may benchmark N O P, P Q R, M N O, Q R S, T U V, U V W, etc. throughout the course of the school year in order to meet the expected growth.

All grades 6-8 Middle School Level teachers will receive a weighted score based upon:

30%=percentage of students performing at Levels 2, 3 and 4 on the NYS ELA and NYS Math Assessments

70%=percentage of students achieving passing scores (65 or above) on the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English).

Students who are in the Algebra 1 course will take only the NYS Common Core Algebra Regents. Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the Common Core English Regents will be administered.

Example:

There are 300 scores from students taking the NYS ELA and NYS Math Assessments in grades 6-8. 200 of these scores are Levels 2, 3 or 4. Divide 200 by 300=67, to find the percentage of students scoring proficient on the NYS ELA and NYS Math Assessments. 67 corresponds to 14 HEDI points-Effective according to the Local Measures Conversion Chart.

There are 500 total scores from students taking the five primary Regents Exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above. Divide 400 by 500=80, to find the percentage of students scoring proficient. 80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.

Add the HEDI scores together according to their weighting as follows:

$14+14+14+17+17+17+17+17+17+17=161$

Divide 161 by 10 to find the average;  $161/10=16.1$ , which corresponds to 16-Effective on the Local Measures Conversion Chart. Normal rounding rules will apply.

The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix. A 0-15 Point HEDI Score will be used once the State approves the value-added model. See chart in task 3.13

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

see upload in task 3.13

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

see upload in task 3.13

Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13

### 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.

(No response)

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	Newark CSD district developed Kindergarten ELA assessment
1	6(ii) School-wide measure computed locally	Newark CSD District developed Grade 1 ELA Assessment
2	6(ii) School-wide measure computed locally	Newark CSD Developed Grade 2 ELA Assessment
3	6(ii) School-wide measure computed locally	Newark CSD district developed Grade 3 ELA Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	<p>All grades 3-5 Intermediate Level teachers will receive the same score calculated by totaling the percentage of students demonstrating one year's growth, as shown by benchmarking three reading levels (or achievement to Level Z) measured by the last reading assessment of the previous school year compared to the last reading assessment of the current school year, as defined by Newark CSD's district developed benchmark system.</p> <p>HEDI points will be awarded based on the average percentage of students in grades 3-5 meeting or exceeding three levels of growth (or achievement to level Z) according to the reading assessment.</p> <p>All K-2 primary level teachers will receive the same score calculated by totaling the percentage of students reading at or above the grade level benchmark for grades K, 1 and 2 on the last reading assessment of the school year. The benchmarks are:            Kindergarten- Level D            Grade 1- Level J            Grade 2- Level M            This total is then divided by 3 to complete a K-2 average. HEDI points will be awarded based on the average percentage of students in the building meeting or exceeding their grade level benchmark.</p> <p>The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix. See chart in task 3.13</p>
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13

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

### 3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	Newark CSD district developed Kindergarten ELA assessment
1	6(ii) School-wide measure computed locally	Newark CSD district developed Grade 1 ELA assessment
2	6(ii) School-wide measure computed locally	Newark CSD Developed Grade 2 ELA Assessment
3	6(ii) School-wide measure computed locally	Newark CSD district developed Grade 3 ELA Assessment

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>All grades 3-5 Intermediate Level teachers will receive the same score calculated by totaling the percentage of students demonstrating one year's growth, as shown by benchmarking three reading levels (or achievement to Level Z) measured by the last reading assessment of the previous school year compared to the last reading assessment of the current school year, as defined by Newark CSD's district developed benchmark system.</p> <p>HEDI points will be awarded based on the average percentage of students in grades 3-5 meeting or exceeding three levels of growth (or achievement to level Z) according to the reading assessment.</p> <p>All K-2 primary level teachers will receive the same score calculated by totaling the percentage of students reading at or above the grade level benchmark for grades K, 1 and 2 on the last reading assessment of the school year. The benchmarks are:  Kindergarten- Level D  Grade 1- Level J  Grade 2- Level M  This total is then divided by 3 to complete a K-2 average. HEDI points will be awarded based on the average percentage of students in the building meeting or exceeding their grade level benchmark.</p> <p>The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix. See chart in task 3.13</p>
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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.	see upload in task 3.13
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13

### 3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
7	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
8	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>All grades 6-8 Middle School Level teachers will receive a weighted score based upon:  30%=percentage of students performing at Levels 2, 3 and 4 on the NYS ELA and NYS Math Assessments  70%=percentage of students achieving passing scores (65 or above) on the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English).  Students in Algebra 1 will take only the Common Core Algebra Regents. Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the Common Core English Regents will be administered.  Example:    There are 300 scores from students taking the NYS ELA and NYS Math Assessments in grades 6-8. 200 of these scores are Levels 2, 3 or 4. Divide 200 by 300=67, to find the percentage of students scoring proficient on on the NYS ELA and NYS Math Assessments. 67 corresponds to 14 HEDI points-Effective according to the Local Measures Conversion Chart.  There are 500 total scores from students taking the five primary Regents Exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above. Divide 400 by 500=80, to find the percentage of students scoring proficient. 80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.    Add the HEDI scores together according to their weighting as follows:  <math>14+14+14+17+17+17+17+17+17+17=161</math>  Divide 161 by 10 to find the average; <math>161/10=16.1</math>, which corresponds to 16-Effective on the Local Measures Conversion Chart. Normal rounding rules will apply.    The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix. See chart in task 3.13</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>

**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
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6	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
7	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English
8	6(ii) School wide measure computed locally	NYS Grade 6-8 ELA and Math Assessment, NYS Regents: NYS Common Core Algebra Regents, NYS Integrated Algebra Regents, NYS Living Environment Regents, NYS US History and Government Regents, NYS Global History and Geography Regents, Comprehensive English

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>All grades 6-8 Middle School Level teachers will receive a weighted score based upon:  30%=percentage of students performing at Levels 2, 3 and 4 on the NYS ELA and NYS Math Assessments  70%=percentage of students achieving passing scores (65 or above) on the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English).  Students in Algebra 1 will take only the Common Core Algebra Regents. Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the Common Core English Regents will be administered.  Example:    There are 300 scores from students taking the NYS ELA and NYS Math Assessments in grades 6-8. 200 of these scores are Levels 2, 3 or 4. Divide 200 by 300=67, to find the percentage of students scoring proficient on on the NYS ELA and NYS Math Assessments. 67 corresponds to 14 HEDI points-Effective according to the Local Measures Conversion Chart.  There are 500 total scores from students taking the five primary Regents Exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above. Divide 400 by 500=80, to find the percentage of students scoring proficient. 80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.    Add the HEDI scores together according to their weighting as follows:  <math>14+14+14+17+17+17+17+17+17+17=161</math>  Divide 161 by 10 to find the average; <math>161/10=16.1</math>, which corresponds to 16-Effective on the Local Measures Conversion Chart. Normal rounding rules will apply.    The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix. See chart in task 3.13</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>

**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
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Global 1	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
Global 2	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
American History	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English

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.	<p>Example:          There is a total of 500 scores from students taking the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above.          Divide 400 by 500= 80, to find the percentage of students scoring proficient.          80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.</p> <p>Proficiency on Regents exams is defined as a passing grade (65 or above). The following formula will be used to calculate each teacher's Local Measure subcomponent score:</p> <p>High School (Grades 9-12) Teachers:          Average percent of passing scores (65 or above) from five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Students in Algebra 1 will take only the Common Core Algebra Regents. Algebra and English). Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the Common Core English Regents will be administered.</p> <p>The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix.          See chart in task 3.13</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13

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

see upload in task 3.13

### 3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
Earth Science	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
Chemistry	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
Physics	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>Example:          There is a total of 500 scores from students taking the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above.          Divide 400 by 500= 80, to find the percentage of students scoring proficient.          80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.</p> <p>Proficiency on Regents exams is defined as a passing grade (65 or above). The following formula will be used to calculate each teacher's Local Measure subcomponent score:</p> <p>High School (Grades 9-12) Teachers:          Average percent of passing scores (65 or above) from five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Students in Algebra 1 will take only the Common Core Algebra Regents. Algebra and English). Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the Common Core English Regents will be administered.</p> <p>The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix.          See chart in task 3.13</p>
<p>Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>

**3.10) High School Math**

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
Geometry	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English

Algebra 2	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
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For High School Math: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>Example:          There is a total of 500 scores from students taking the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above.          Divide 400 by 500= 80, to find the percentage of students scoring proficient.          80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.</p> <p>Proficiency on Regents exams is defined as a passing grade (65 or above). The following formula will be used to calculate each teacher's Local Measure subcomponent score:</p> <p>High School (Grades 9-12) Teachers:          Average percent of passing scores (65 or above) from five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Students in Algebra 1 will take only the Common Core Algebra Regents. Algebra and English). Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the Common Core English Regents will be administered.</p> <p>The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix.          See chart in task 3.13</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>see upload in task 3.13</p>

### 3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
Grade 10 ELA	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English
Grade 11 ELA	6(ii) School wide measure computed locally	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English

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

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p><b>Example:</b>            There is a total of 500 scores from students taking the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above.            Divide 400 by 500= 80, to find the percentage of students scoring proficient.            80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.</p> <p>Proficiency on Regents exams is defined as a passing grade (65 or above). The following formula will be used to calculate each teacher's Local Measure subcomponent score:</p> <p>High School (Grades 9-12) Teachers:            Average percent of passing scores (65 or above) from five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Students in Algebra 1 will take only the Common Core Algebra Regents. Algebra and English). Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the Common Core English Regents will be administered.</p> <p>The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix.            See chart in task 3.13</p>
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Add the HEDI scores together according to their weighting as follows:  
 $14+14+14+17+17+17+17+17+17+17=161$   
 Divide 161 by 10 to find the average;  $161/10=16.1$ , which corresponds to 16-Effective on the Local Measures Conversion Chart. Normal rounding rules will apply.

Proficiency on Regents exams is defined as a passing grade (65 or above). The following formula will be used to calculate each High School (Grades 9-12) teacher's Local Measure subcomponent score: Average percent of passing scores (65 or above) from five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). Students in Algebra 1 will take only the NYS Common Core Algebra Regents. Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Regents Comprehensive English exam. Beginning in 2015-16, only the NYS Common Core English Regents will be administered.

The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the Appendix. See chart in task 3.13

Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-34 percent of students proficient

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.

[https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12149/629387-y92vNseFa4/appr\\_3\\_13\\_23086610-3.13%20Local%20Measures%20Chart.docx](https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12149/629387-y92vNseFa4/appr_3_13_23086610-3.13%20Local%20Measures%20Chart.docx)

### 3.14) Locally Developed Controls

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

Students who qualify for free and reduced lunch have historically underperformed on summative assessments in comparison to other students. After determining the percentage of students who meet their achievement targets, 1 point will be added to the teacher of record's score if as of BEDS day, 40-59.9% of students in the Newark Central School District are eligible for a Free or Reduced Lunch, and 2

points will be added to the teacher of record's score if as of BEDS day, 60% or more of students in the Newark Central School District are eligible for a Free or Reduced Lunch. If less than 40% of students in the Newark Central School District are eligible for a Free or Reduced Lunch, no points shall be added to the scores of teachers of record. In no case will a teacher's HEDI score be increased by more than 2 points. And if the teacher of record's score is 0, no additional points will be added to his or her score by virtue of this formula. In no instance will a teacher's score exceed the maximum available points for the locally selected measure. The district will determine course rosters.

### 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.

No teachers will have more than one locally selected measure.

### 3.16) Assurances

Please check all of the boxes below:

Assure the application of locally-developed controls will be rigorous, fair, and transparent.	Checked
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
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
Assure that 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
Assure that it is possible for an educator to earn each point, including 0, for the locally-selected measures subcomponent.	Checked
Assure that locally-selected measures are rigorous and comparable across all classrooms in the same grade/subject in the district.	Checked
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
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
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for the grade.	Checked
Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked



## 4. Other Measures of Effectiveness (Teachers)

Created: 04/30/2013

Last updated: 04/01/2015

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

### 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.)

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

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	60
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0

Structured reviews of lesson plans, student portfolios and other teacher artifacts	(No response)
------------------------------------------------------------------------------------	---------------

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

(No response)

**4.3) Survey Tools (if applicable)**

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

Assure that district/BOCES will use survey tool(s) from the State-approved list or approved through the NYSED survey variance process	(No response)
---------------------------------------------------------------------------------------------------------------------------------------	---------------

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

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

**4.4) Assurances**

Please check all of the boxes below:

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

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

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

The district will use the Danielson's (revised 2011) Framework for Teaching rubric to determine the 60 points in the "Other Measures" subcomponent that must be based on multiple classroom observations. The district will utilize the "Rubric Score to Sub-Component Conversion Chart" to determine the 60% rating in this "Other Measures of Effectiveness" category.

The Danielson (revised 2011) Framework for Teaching Rubric has 4 domains:

Domain I: Preparation and Planning (6 components)

Domain II: The Classroom Environment (5 components)

Domain III: Instruction (5 components)

Domain IV: Professional Responsibilities (6 components)

Domains II and III contain components and elements that are evident in lesson observations. Domains I and IV contain components and elements that will be discussed during pre and post observation conferences and other meetings with administrators in addition to evidence observed in the classroom.

Multiple Observations= 60 points

Announced Observation

- One full class period, Domains I, II, III and IV
- Pre-observation conference scheduled prior to observed lesson
- Post-observation conference scheduled following lesson

Unannounced Observation:

- 15 minutes maximum, Domains I, II, III and IV (\*Beginning in 2015-16, unannounced observations will be 20 minutes maximum)
- Post-observation conference scheduled following lesson

End of Year Sharing conference

- Other artifacts for Domains I and IV

Step 1: Convert Observation Ratings to Points

To convert the rubric to points:

1. Determine the rating for each observation type by rating the applicable domains in the 1-4 scale (Distinguished=4, Proficient=3, Basic=2, Unsatisfactory=1). For each observation type, the domain scores will be averaged.
2. Add the totals of each score (announced observation(s) + unannounced observation + end of the year sharing conference) and divide by total number of observations/conferences.

Step 2: Use the Chart to Convert the Total Sum to a Rubric Score and HEDI Score

Round the total sum to the nearest tenth to determine a final rubric score of 1-4 and use the attached conversion chart to determine a teacher's score out of 60. The rubric score indicated on the chart is the minimum necessary to attain the corresponding HEDI score. The 0-60 HEDI score will be rounded to the nearest whole number, however rounding will not cause or permit a teacher to move between HEDI rating categories.

\*Beginning in the 2015-16 school year, tenured teachers will be provided with an option of either:

1 announced observation and 1 unannounced observation

or

2 unannounced observations

Tenured teachers will be required to indicate their choice no later than June 20 of the previous school year (beginning with June 20, 2015).

Probationary teachers will continue to have 2 announced observations and 1 unannounced observation.

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12179/629388-eka9yMJ855/4.5 Attachment Multiple Measures Chart.docx>

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	59-60 points earned on the rubric scoring chart
Effective: Overall performance and results meet NYS Teaching Standards.	57-58 points earned on the rubric scoring chart
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	50-56 points earned on the rubric scoring chart
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	0-49 points earned on the rubric scoring chart

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

Formal/Long	2
Informal/Short	1
Enter Total	3

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

In Person

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

In Person

#### 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

Formal/Long	1
Informal/Short	1
Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

In Person

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

In Person

# 5. Composite Scoring (Teachers)

Created Tuesday, April 30, 2013

Updated Saturday, February 21, 2015

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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: 04/30/2013

Last updated: 05/28/2015

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

### Page 1

#### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

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

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/5265/204604-Df0w3Xx5v6/NEWARK%20TEACHER%20IMPROVEMENT%20PLAN%20FORMS.docx>

#### 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:

##### I. APPEAL PROCEDURES:

To the extent that a teacher wishes to challenge a performance review and/or improvement plan under the new evaluation system, Section 3012-c of the Education Law requires the establishment of an appeals procedure.

The appeals procedures shall provide for the timely resolution of the appeal. All tenured and probationary employees who meet the appeals process criteria identified below may use this appeal process.

A teacher may not file multiple appeals regarding the same performance review or TIP. All grounds for appeal must be raised within one appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

Education Law 3012-c(5) provides that an APPR which is the subject of a pending appeal shall not be sought to be offered into evidence or placed in evidence in any 3020-a proceeding, or locally negotiated procedure until the process is concluded.

A grievance may be filed only based upon the following grounds:

1. the District's failure to adhere to the timelines required for observations as outlined in the above Framework for Observations. The arbitrator's determination may be submitted as evidence in any subsequent appeals filed by the unit member. All grievances are subject to the grievance and arbitration procedures in the collective bargaining agreement.

## II. APPEALS OF INEFFECTIVE AND DEVELOPING RATINGS ONLY:

Section 3012-c of the Education Law provides that a teacher may challenge his/her annual professional performance review. Appeals of annual professional performance reviews will be limited to those that rate a teacher as "Ineffective" or "Developing." Any unit member receiving an APPR rating of either "Effective" or "Highly Effective" may not challenge that APPR rating. The exception to this would be for any member who has been required to submit SLO(s) due to insufficient State test scores necessary to yield a State-provided growth score. Such members would have the right to appeal any composite rating impacted by this directive. They may attach a statement to their APPR that will be included in their personnel file.

## III. WHAT MAY BE CHALLENGED IN AN APPEAL:

An appeal may be filed challenging the APPR based upon one or more of the following grounds:

1. the District's failure to adhere to standards and methodologies required for such reviews;
2. the substance of his or her performance review;
3. the District's failure to adhere to applicable regulations of the commissioner of education; and
4. the District's failure to comply with the procedures for the conduct of performance reviews; and
5. the District's issuance and/or implementation of the terms of a TIP set forth in the annual professional performance review plan except for the observation timelines which are subject to the grievance procedures as provided below.

## IV. APPEAL RESOLUTION PROCESS AND TIMELINE:

APPR appeals regarding HEDI ratings must be submitted to the superintendent's office within thirty (30) calendar days from the teacher's receipt of their composite score. If a teacher is challenging the issuance of a Teacher Improvement Plan, an appeal must be delivered to the superintendent's office within twenty (20) calendar days of the date of issuance of the Teacher Improvement Plan. If a teacher is appealing the implementation of an improvement plan, an appeal must be filed in the superintendent's office within fifteen (15) calendar days of the alleged failure of the district to implement a component of the TIP.

A teacher may not appeal prior to the receipt of his/her composite effectiveness score and rating from the District. The written appeal will be date stamped by a District Office secretary upon receipt. The failure to submit an appeal to the Superintendent of Schools within this time frame shall result in a waiver of the teacher's right to appeal that performance review.

When filing an appeal, the teacher must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan and any additional documents or

materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Material not submitted at the time the response is filed shall not be considered in the deliberations related to the resolution of the appeal.

Within ten (10) calendar days of the Superintendent's receipt of an appeal, the District will submit to the Superintendent a detailed response to the appeal, including copies of any and all documents or information used to develop the performance review being appealed, with a copy to the teacher filing the appeal. Within five (5) calendar days of receipt of the response, the teacher may reply only to any information contained in the response that was previously unknown to the teacher and a representative of the union may submit a written statement on behalf of the teacher based on his/her review of the materials submitted by the parties.

Under this appeals process the teacher has the burden of proof.

**Appeals of Developing Ratings:** The Superintendent shall consider the materials submitted by the teacher, union representative, and the District. The Superintendent shall issue a written decision on the merits of the appeal no later than thirty (30) calendar days from the date when the teacher filed his or her appeal. If the appeal is sustained, the original performance review shall be expunged and replaced with the performance review by the Superintendent.

The decision of the Superintendent shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the Superintendent shall not be subject to any further appeal.

**Appeals of Ineffective Ratings:** The Superintendent may propose resolution of an appeal. For a determination, a neutral reviewer (selection provided below) shall be assigned the appeal within sixty (60) calendar days of the teacher's submission of the appeal. The neutral reviewer shall consider the materials submitted by the teacher and the District. The neutral reviewer shall issue a written decision on the merits of the appeal no later than thirty (30) calendar days from the date when the reviewer is assigned the appeal.

The decision of the neutral reviewer shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the neutral reviewer shall not be subject to any further appeal.

The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the teacher's appeal. If the appeal is sustained, the neutral reviewer may set aside a rating and order the drafting of a new evaluation which would not be deemed "Ineffective." A copy of the decision shall be provided to the teacher and the Superintendent.

Appeals shall be decided in a final and binding manner.

The parties agree that this APPR language and the APPR Appeal Procedure bargained under Education Law 3012-c shall not be subject to the contractual grievance/arbitration procedure, except as outlined in this Agreement.

The District reserves the right to deny tenure or terminate a probationary teacher during the pendency of an appeal for statutorily and constitutionally permissible reasons other than the teacher's performance that is the subject of the appeal. If the determination to award or deny tenure is contingent solely on the subject of the appeal, then the decision to award or deny tenure will be made at the conclusion of the appeal process and tenure will not be awarded by estoppel if the appeal process goes beyond the probationary period.

#### V. NEUTRAL REVIEWER ON APPEAL:

A panel of three to five neutral reviewers will be mutually selected by the district and the Association to hear appeals of ineffective ratings. All reviewers must participate in evaluator training. The appeals will be submitted to each neutral reviewer in rotation so long as the neutral reviewer complies with the procedures including the timelines and fees. The fees for the neutral reviewers will be split evenly between the District and the NTA.

The criteria for selection as a neutral reviewer are as follows:

1. No current or former ties to the Newark Central School District or a current member of (except "associate members"), or a current or former officer of, or paid by, a teachers union;
2. Previous experience as a Director of Curriculum and Instruction, Assistant Superintendent or Superintendent, and with evaluating teachers, in NYS public schools, and now retired from public school education service; or
3. Tenured College professors who are responsible for supervising student teachers;
4. Available to review and decide the appeals within the thirty-day period from the receipt of the appeal; and
5. Willing to accept the fee decided by the District and the Union for reviewing and deciding the appeal.

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

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

All teacher evaluators will be trained based on Charlotte Danielson's 2011 (revised) Frameworks for Teaching. If hired after this agreement is in effect, evaluators need to be able to demonstrate training in Dannielson's 2011 Frameworks for Teaching within a reasonable timeframe and/or complete the training on the Teachscape Proficiency system within 60 days of their start date. This training takes approximately 30 clock hours. All evaluators will complete training in all nine required training elements (Regulation 30-2.9) prior to conducting a formal evaluation and being certified by the Board of Education.

All administrators in the district responsible for observing and evaluating teachers will participate in training sessions provided by the Network Team Equivalent trainers as well as other training sessions designed to sharpen observations skills, review criteria to be evaluated and methods of evaluation in accordance with the State Education Department's requirements. Ongoing training updates will continue throughout every school year.

In addition, all teacher evaluators will go through a district calibration process. This process will occur several times throughout the school year, mostly during administrative council meetings and include excercises and practice of inter-rater reliability. All administrators responsible for observing and evaluating teachers will be re-certified annually upon completion of training. The Superintendent will ask for a Board resolution re-certifying administrators annually.

## 6.5) Assurances -- Evaluators

Please check the boxes below:

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

Checked

- (1) the New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable
- (2) evidence-based observation techniques that are grounded in research
- (3) application and use of the student growth percentile model and the value-added growth model as defined in section 30-2.2 of this Subpart

- (4) application and use of the State-approved teacher or principal rubric(s) selected by the district or BOCES for use in evaluations, including training on the effective application of such rubrics to observe a teacher or principal's practice
- (5) application and use of any assessment tools that the school district or BOCES utilizes to evaluate its classroom teachers or building principals, including but not limited to, structured portfolio reviews; student, parent, teacher and/or community surveys; professional growth goals and school improvement goals, etc.
- (6) application and use of any State-approved locally selected measures of student achievement used by the school district or BOCES to evaluate its teachers or principals
- (7) use of the Statewide Instructional Reporting System
- (8) the scoring methodology utilized by the Department and/or the district or BOCES to evaluate a teacher or principal under this Subpart, including how scores are generated for each subcomponent and the composite effectiveness score and application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the teacher's or principal's overall rating and their subcomponent ratings
- (9) specific considerations in evaluating teachers and principals of English language learners and students with disabilities

Assure that the district will maintain inter-rater reliability of evaluators over time.	Checked
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### 6.6) Assurances -- Teachers

Please check all of the boxes below:

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

### 6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created: 04/30/2013

Last updated: 04/26/2015

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

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

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

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

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

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

	9-12
	6-8
	3-5
	(No response)

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

Please check the boxes below:

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

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3<sup>rd</sup> party assessments

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

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

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

	School or Program Type	SLO with Assessment Option	Name of the Assessment
	K-2	District, regional, or BOCES-developed	Newark CSD District Developed K-2 ELA Assessments, Newark CSD District Developed K-2 Math Assessments
	3-5	State assessment	Grades 4-5 ELA and Math NYS Assessments
	6-8	State assessment	Grades 6-8 ELA and Math NYS Assessments
	9-12	State assessment	NYS REgents Exams (Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English Regents)

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.

<p>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.</p>	<p>The Superintendent will approve individual student growth targets for Student Learning Objectives set by the principal based upon baseline data gathered regarding student performance. Points will be assigned based on 80% of the students in the Principal's SLO achieving growth as defined by the Principal and Superintendent. A Principal will be considered mid-to-high range "effective" (HEDI rating with 13 points) if 80% of his/her students reach the SLO target. Points will be assigned depending upon the percentage of students in the principal's building who meet or exceed their individual growth target.</p> <p>After the post-assessment is administered and scored, the percentage of students in the principal's building meeting their target shall be determined according to the following guidance:</p> <ul style="list-style-type: none"> <li>-Student must be included in the principal's building enrollment to be included in percentage calculation.</li> <li>-Where more than one SLO is applicable, each SLO shall be weighted proportionately based on the number of students in each SLO.</li> </ul> <p>If the State provides growth scores for the 3-5, 6-9, 9-12 principal(s) and such scores represent less than 30% of the students supervised by that principal, the District will set SLOs for the largest courses in the building until at least 30% of students are covered. Where such courses end in a State or Regents assessment, that assessment will be used with the SLO. The State-provided scores will then be weighted proportionately with the SLO result(s) for the final HEDI score for the principal(s).</p> <p>For SLOs, based on historical data or a pre-assessment, the principal in collaboration with the Superintendent will set individual growth targets for each student. The Superintendent will approval all growth targets and the principal will receive a HEDI score based upon the percent of students reaching their targets.</p> <p>Algebra 1 students will take only the NYS Common Core Regents. Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The higher score of the two assessments will be used. Both the NYS Common Core Geometry Regents and the NYS Geometry Regents will be administered to students taking the Common Core Geometry course. Teachers will use the higher of the two assessments scores. All students will take only the Comprehensive English exam. Beginning in 2015-16 school year, only the Common Core English Regents will be administered.</p>
<p>Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).</p>	<p>Highly Effective= 85% of students or more will meet or exceed their target goal on the summative assessment.</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>Effective= 76-84% of students will meet or exceed their target goal on the summative assessment.</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>Developing= 68-75% of students will meet or exceed their target goal on the summative assessment.</p>
<p>Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).</p>	<p>Ineffective= 67% or fewer of students will meet or exceed their target goal on the summative assessment.</p>

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12156/629391-lha0DogRNw/7.3%20Attachment-%20HEDI%20Table%20for%20Principals.docx>

**7.4) Special Considerations for Comparable Growth Measures**

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

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

(No response)

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

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

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

### 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

## 8. Local Measures (Principals)

Created: 04/30/2013

Last updated: 04/30/2015

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

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

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

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

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

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

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

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

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

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

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

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

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

- whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 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
	3-5	(d) measures used by district for teacher evaluation	Newark CSD district developed Grades 3, 4 and 5 ELA Assessments
	6-8	(d) measures used by district for teacher evaluation	NYS Grades 6-8 ELA and Math Assessments, NYS Regents: NYS Integrated Algebra Regents and NYS Common Core Algebra Regents, NYS Living Environment Regents
	9-12	(d) measures used by district for teacher evaluation	NYS Regents Exams: Living Environment, Global History and Geography, US History and Government, NYS Integrated Algebra Regents, NYS Common Core Algebra Regents, Comprehensive English Regents

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	Grades 3-5 Principal will receive a weighted score based upon totaling the percentage of students demonstrating one year's growth, as shown by benchmarking three reading levels (or achievement to Level Z) measured by the last reading assessment of the previous school year compared to the last reading assessment of the current school year, as defined by Newark CSD's district developed benchmark system.
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HEDI points will be awarded based on the average percentage of students in grades 3-5 meeting or exceeding three levels of growth (or achieving Level Z) according to the reading assessment.

The benchmark system is based on a system of reading levels from A to Z.

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

A student may benchmark any sequence of 3 of the above levels. For example, a student may benchmark N O P, P Q R, M N O, Q R S, T U V, U V W, etc. throughout the course of the school year in order to meet the expected growth.

Proficiency on state Grades 6-8 ELA and Math Assessments is defined as a Level 2, 3 or 4 score on a 4 point scale. Proficiency on Regents exams is defined as the passing grade (65 or above).

Grades 6-8 Middle School Principal will receive a weighted score based upon:

• 30%=percentage of students performing at Levels 2, 3 and 4 on the NYS ELA and NYS Math Assessments

70%=percentage of students achieving passing scores (65 or above) on the five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). Students in Algebra 1 will take only the NYS Common Core Algebra Regents. Students who are in the Algebra 1B course will take both the NYS Common Core Algebra Regents and the NYS Integrated Algebra Regents. The highest score of the two assessments will be used. All students will take only the Comprehensive English exam. Beginning in the 2015-16 school year, only the NYS Common Core English Regents will be administered.

Example:

There are 300 scores from students taking the NYS ELA and NYS Math Assessments in grades 6-8. 200 of these scores are Levels 2, 3 or 4. Divide 200 by 300=67, to find the percentage of students scoring proficient on the NYS ELA and NYS Math Assessments. 67 corresponds to 14 HEDI points-Effective according to the Local Measures Conversion Chart. Normal rounding rules apply.

There are 500 total scores from students taking the five primary Regents Exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). 400 of these scores are 65 or above. Divide 400 by 500=80, to find the percentage of students scoring proficient. 80 corresponds to 17 HEDI points-Effective according to the Local Measures Conversion Chart.

Add the HEDI scores together according to their weighting as follows:  
 $14+14+14+17+17+17+17+17+17+17=161$

Divide 161 by 10 to find the average;  $161/10=16.1$ , which corresponds to 16-Effective on the Local Measures Conversion Chart.

Proficiency on Regents exams is defined as a passing grade (65 or above). The following formula will be used to calculate the High School (Grades 9-12) Principal's Local Measure subcomponent score:

Average percent of passing scores (65 or above) from five primary Regents exams (Living Environment, Global History and Geography, US History and Government, Algebra and English). Students in Algebra 1 will take only the NYS Common Core Algebra Regents. Students taking the Algebra 1B course will be required to take both the NYS Integrated Algebra Regents and the NYS Common Core Algebra Regents. The highest score of the two assessments will be used. All students will take only the Regents Comprehensive English exam. Beginning in the 2015-16 school year, only the NYS Common Core English Regents will be administered.

The Local Measure subcomponent scores are converted to a 0-20 Point HEDI Score using the charts in the upload. A 0-15 Point HEDI Score will be used once the State adopts the value-added model.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 8.1
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 8.1
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 8.1
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 8.1

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

(No response)

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12190/629392-qBFVOWF7fC/Local%20Measures%20Conversation%20Charts.docx>

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

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

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

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

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

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

- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 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
	K-2	(d) measures used by district for teacher evaluation	Newark CSD district developed Kindergarten ELA Assessment, Newark CSD district developed Grade 1 ELA Assessment, Newark CSD district developed Grade 2 ELA 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.	<p>Both K-2 Principals will receive scores calculated by totaling the percentage of students in their building reading at or above the grade level benchmark for grades K, 1, and 2 on the last reading assessment of the school year. Proficiency on these assessments is defined as achieving the following benchmarks:</p> <p>Kindergarten- Level D  Grade 1- Level J  Grade 2- Level M</p> <p>This total is then divided by 3 to complete a K-2 average.  The average percentage of students in each building scoring at or above their grade level benchmarks will be converted into a 0-20 point HEDI score.  Example:  At Kindergarten: 80 out of 100 students score proficient (they score at or above their grade level benchmark).  At First Grade: 90 out of 100 students score proficient.  At Second Grade: 80 out of 100 students score proficient.</p> <p><math>80+90+80=250</math> out of a total of 300  <math>250/300= 83\%</math>  Using the conversion chart, <math>83\%= 17</math> points, Effective.  Normal rounding rules apply.</p>
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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.	see upload in task 8.2
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 8.2
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 8.2
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	see upload in task 8.2

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.

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12190/629392-T8MIGWUVm1/Local%20Measures%20Conversation%20Charts.docx>

### 8.3) Locally Developed Controls

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

Students who qualify for free and reduced lunch have historically underperformed on summative assessments as compared to other students. After determining the percentage of students who meet their achievement targets, 1 point will be added to the principal's score if as of BEDS day, 40-59.9% of students in the Newark Central School District are eligible for a Free or Reduced Lunch, and 2 points will be added to the principal's score if as of BEDS day, 60% or more of students in the Newark Central School District are eligible for a Free or Reduced Lunch. If less than 40% of students in the Newark Central School District are eligible for a Free or Reduced Lunch, no points shall be added to the scores of principals. In no case will a principal's HEDI score be increased by more than 2 points. And if the principal's score is 0, no additional points will be added to his or her score by virtue of this formula. In no instance will a principal's score exceed the maximum available points for the locally selected measure. The principals have no control over student enrollment in buildings.

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

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

No principals will have more than one locally selected measure.

### 8.5) Assurances

Please check all of the boxes below:

Assure that the application of locally developed controls will be rigorous, fair, and transparent	Check
---------------------------------------------------------------------------------------------------	-------

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

# 9. Other Measures of Effectiveness (Principals)

Created Tuesday, April 30, 2013

Updated Thursday, May 08, 2014

## Page 1

### 9.1) Principal Practice Rubric

Select the choice of principal practice rubric from the menu of State-approved rubrics to assess performance based on ISLLC 2008 Standards. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu. The "Second Rubric" space is optional. A district may use multiple rubrics, as long as the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district.

9.1) Principal Practice Rubric   Rubric	Multidimensional Principal Performance Rubric
-----------------------------------------	-----------------------------------------------

Second rubric (if applicable)	(No response)
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### 9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

### 9.3) Assurances -- Goals

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

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

### 9.4) Sources of Evidence (if applicable)

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

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

### 9.5) Survey Tool(s) (if applicable)

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

(No response)

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

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

## 9.6) Assurances

Please check all of the boxes below:

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

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

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

The Multidimensional Principal Performance Rubric will be used as the principal practice rubric, to assign 60 points of the total sixty points for Other Measures. The total number of assigned points shall be allocated holistically to the domains based on the evidence observed in each domain as follows:

- \*Domain 1- Shared Vision of Learning: 15 points
- \*Domain 2- School Culture and Instructional Program: 15 points
- \*Domain 3- Safe, Efficient, Effective Learning Environment: 10 points
- \*Domain 4- Community: 5 points
- \*Domain 5- Integrity, Fairness and Ethics: 10 points
- \*Domain 6- Political, Social, Economic, Legal and Cultural Context: 5 points

Each Domain will be rated on a scale of 1-4 (Highly Effective=4, Effective=3, Developing=2, Ineffective=1)

Each Domain Score will be weighted using a weighting factor. Those Domains worth 15 points will have a weighting factor of 3.75. Those Domains worth 10 points will have a weighting factor of 2.5. Those Domains worth 5 points will have a weighting factor of 1.25.

In the event an administrator receives an ineffective rating in all of the 6 domains, the score for that administrator shall be zero.

The weighted scores for each of the six Domains will then be added together for a final rubric score of 0-60 points which will be the principal's score for Other Measures of Effectiveness.

Numbers ending in decimals will be rounded to the nearest whole number: numbers ending in .0 through 0.4 will rounded down to the nearest whole number, numbers ending in 0.5-0.9 will be rounded up to the nearest whole number.

The following will be used to determine HEDI for Other Measures and the use of the Multidimensional Principal Performance Rubric: Standards for Rating Categories and Other Measures of Effectiveness (Teacher and Leader Standards)

Highly Effective: Overall performance and results exceed standards.

Effective: Overall performance and results meet standards

Developing: Overall performance and results need improvement in order to meet standards

Ineffective: Overall performance and results do not meet standards.

Through the evaluation process, the evaluator will assign points based on observations, evidence of supporting artifacts, and collaborative review for each of the Domains in the MPPR resulting in a score ranging from 0-60 points. The evaluation process will

include timely and constructive feedback during the school year. The district will adhere to all timelines set by NYS Education Law and Regents Rules.

Once the score is combined with the State and Local Growth Measures, the total will be rounded to a whole number between 0 and 100. However, in no case will rounding cause or permit a principal to move between HEDI rating categories.

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

(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 standards.	Utilizing the MPPR Leadership evaluation rubric, the majority of the principal's behaviors and evidence fall into the highly effective column in building and sustaining a culture of high student performance and success. This includes, but is not limited to supportive teacher leaders, student centered learning, involvement of diverse stakeholders, and productive use of data to inform decision making. Principals whose performance is in the highly effective range exceed ISLLC Leadership standards.  54-60 points
Effective: Overall performance and results meet standards.	Utilizing the MPPR Leadership Evaluation Rubric, the majority of the principal's behaviors and evidence fall into the effective column in building and sustaining a culture of high student performance and success. Performance demonstrates a collaborative approach, the use of data to inform instruction and assess achievement, and the advocacy for students and staff. Principals whose performance falls in the effective range meet ISLLC Standards.  43-53
Developing: Overall performance and results need improvement in order to meet standards.	Utilizing the MPPR Leadership Evaluation Rubric, the majority of the principal's behaviors and evidence fall into the developing column in building and sustaining a culture of high student performance and success. Performance is inconsistent across domains with a fragmented approach and narrow focus. Consequently, a number of areas for further development can be identified.  31-42 points
Ineffective: Overall performance and results do not meet standards.	Utilizing the MPPR Leadership Evaluation Rubric, the majority of the principal's behaviors and evidence fall into the ineffective column in building and sustaining a culture of high student performance and success with significant areas of improvement identified. Performance is limited and reactionary.  0-30 points

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	54-60
Effective	43-53
Developing	31-42
Ineffective	0-30

## 9.8) School Visits

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

### Probationary Principals

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

### Tenured Principals

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

# 10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Wednesday, April 02, 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	54-60
Effective	43-53
Developing	31-42
Ineffective	0-30

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: 04/30/2013

Last updated: 03/12/2015

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

## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

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

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

assets/survey-uploads/12168/629396-Df0w3Xx5v6/Principal Improvement Plan\_1.docx

### 11.3) Appeals Process

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

- (1) the substance of the annual professional performance review
- (2) the school district's or BOCES' adherence to the standards and methodologies required for such reviews,

pursuant to Education Law section 3012-c

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

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

#### APPEALS PROCEDURES

Only a building principal may challenge their annual professional performance review pursuant to section 3012-c of the Education Law.

(1) A non-tenured principal who receives an overall rating of "ineffective" may appeal his or her performance review. A tenured principal who receives an overall rating of "ineffective" or "developing" may appeal his or her performance review. Ratings of "highly effective" or "effective" cannot be appealed.

(2) A principal cannot trigger the appeal process prior to the receipt of their composite effectiveness score and rating from the district.

(3) A principal may appeal only the substance of his or her performance review, the school district's adherence to standards and methodologies required for such reviews, adherence to applicable regulations of the commissioner of education, and compliance with the procedures for the conduct of performance reviews set forth in the annual professional performance review plan.

(4) A principal may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

(5) Appeals concerning a principal's entire annual professional performance review must be received in the office of the Superintendent of Schools no later than thirty (30) calendar days after the date when the principal receives his/her performance review. The date of receipt of the performance review will be documented by the date of the principal and lead evaluator conference. The written appeal will be date stamped by the District Office secretary upon receipt. The District Office secretary will send an email to the principal confirming the date of receipt. The failure to submit an appeal to the Superintendent of Schools within this time frame shall result in a waiver of the principal's right to appeal that performance review.

(6) A principal wishing to initiate an appeal must submit, in writing (e-mail or other electronic submissions are not permitted), to the Superintendent a detailed description of the precise point(s) of disagreement over his or her performance review, along with any and all additional documents or written materials that he or she believes are relevant to the resolution of the appeal. Any such additional information not submitted at the time the appeal is filed shall not be considered in the deliberations related to the resolution of the appeal. The Superintendent may submit such written response and other evidence to the appeal as he/she deems appropriate within ten (10) calendar days of receipt of the written

appeal.

(7) Appeals may be made by a non-tenured principal who has received a rating of "ineffective" or by a tenured principal who has received an overall rating of "developing" or "ineffective" in the prior school year. Appeals for a non-tenured principal who has received a rating of "ineffective" shall be determined by a reviewer pursuant to paragraph "A" below. Appeals by a tenured principal who has received an overall rating of "ineffective" or "developing" in the prior school year shall be determined by an independent appeal officer pursuant to paragraph "B".

A. Appeals Procedure for a Non-Tenured Principal Who Has Received a Rating of "Ineffective": Within ten (10) calendar days of the receipt of the written appeal, the Superintendent shall appoint a reviewer to evaluate the appeal, who may be an employee of the District. Any cost associated with the appointment of a reviewer will be equally shared between the District and Newark Administrators Association (NAA).

1. The reviewer shall perform any investigation he/she deems necessary, consider the evidence and issue a written decision to the Superintendent and the Principal on the merits of the appeal no later than thirty (30) calendar days from the date when the principal filed his or her appeal.

2. The decision of the reviewer shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the reviewer shall not be subject to any further appeal.

3. If the appeal is sustained, the original performance review shall be expunged and replaced with the performance review drafted by the reviewer. This performance review may not be reviewed or appealed under this procedure.

B. Appeals Procedure for a Tenured Principal Who Has Received a Rating of "Developing" or "Ineffective": Within ten (10) calendar days of the receipt of the written appeal and after consultation with the NAA the Superintendent shall appoint an independent appeal officer to evaluate the appeal. Any cost associated with the appointment of an independent appeal officer will be equally shared between the District and NAA. A pool of independent appeal officers will be mutually developed by the District and NAA and the Superintendent shall appoint an independent appeal officer from that pool.

1. The independent appeal officer shall not be an employee of the District and shall be a current administrator holding NY certification to act as a district-wide administrator or a retired administrator who has received NYS certification to act as a district-wide administrator.

2. The independent appeal officer shall perform any investigation he/she deems necessary, consider the evidence and issue a written decision on the merits of the appeal no later than thirty (30) calendar days from the date when the principal filed his or her appeal.

3. The decision of the independent appeal officer shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the appeals officer shall not be subject to any further appeal.

4. If the appeal is sustained, the original performance review shall be expunged and replaced with the performance review drafted by the independent appeals officer. This performance review may not be reviewed or appealed under this procedure.

(8) Under this appeals process the principal has the burden of proving a clear legal right to the relief requested and the burden of establishing the facts upon which he/she seeks relief. The burden of proof shall be by the preponderance of the credible evidence.

(9) The principal's failure to comply with the requirements of this procedure shall result in a waiver and/or denial of the appeal.

(10) The district reserves the right to deny tenure or terminate a probationary principal during the pendency of an appeal for statutorily and constitutionally permissible reasons other than the principal's performance that is the subject of the appeal. If the determination to award or deny tenure is contingent on the subject of the appeal, then the decision to award or deny tenure will be made at the conclusion of the appeal process and tenure will not be awarded by estoppel if the appeal process goes beyond the probationary period.

(

#### **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.

All lead evaluators in the district responsible for observing and evaluating administrators will participate in training sessions provided by the district.

The District will ensure the training and certification of its lead evaluators for administrators, in accordance with the requirements prescribed in the Commissioner's regulations (Regents rules section 30-2.9(b)). The District will further ensure that lead evaluators maintain inter-rater reliability over time and that they are recertified on an annual basis.

Attended Training of Lead Evaluators of Principals (NYS Council of School Superintendents)

WFL BOCES Principal APPR Training

Training Topics:

EngageNY Website, APPR Regulations, APPR Practice Rubrics, SLOs, 3rd Party Assessments, SED 5 Decision Points, 3rd Party Assessments, Appeals Procedures, Revised Regulations, Data Driven Instruction, Regionally Developed Assessments, Regionally Developed Assessments, Regional Procedure for Appeals, SLOs, Regionally Developed

## Assessments

### WFL BOCES Regional Trainings - Principal APPR

Training Topics: Practice Rubric, Evidence Collection, Locally Selected Measures, State Growth Measures and State Assessments/Regionally Developed Assessments/3rd Party Assessments, Value Added Model, Principal Improvement Plans, Principal Appeals Procedures, Use of Data- State-wide Instructional Reporting System, Scoring Procedures and Composite Score, Special

Considerations for SWD and ELL Students

Evidence of Principal APPR Training will be kept on file and used as basis for District Board of Education certification and approval of lead evaluator. Ongoing training evidence will be used as a basis for recertification of lead evaluator. Over the course of a year, beginning on July 1, lead evaluators shall receive a minimum of 6 hours of training for certification or re-certification.

## 11.5) Assurances -- Evaluators

Please check the boxes below:

Checked

- (1) the New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable
- (2) evidence-based observation techniques that are grounded in research
- (3) application and use of the student growth percentile model and the value-added growth model as defined in section 30-2.2 of this Subpart
- (4) application and use of the State-approved teacher or principal rubric(s) selected by the district or BOCES for use in evaluations, including training on the effective application of such rubrics to observe a teacher or principal's practice
- (5) application and use of any assessment tools that the school district or BOCES utilizes to evaluate its classroom teachers or building principals, including but not limited to, structured portfolio reviews; student, parent, teacher and/or community surveys; professional growth goals and school improvement goals, etc.
- (6) application and use of any State-approved locally selected measures of student achievement used by the school district or BOCES to evaluate its teachers or principals
- (7) use of the Statewide Instructional Reporting System

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

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

Checked

### 11.6) Assurances -- Principals

Please check all of the boxes below:

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

### 11.7) Assurances -- Data

Please check all of the boxes below:

<p>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.</p>	<p>Checked</p>
<p>Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.</p>	<p>Checked</p>
<p>Assure scores for all principals will be reported to NYSED for each subcomponent, as well as the composite rating, as per NYSED requirements.</p>	<p>Checked</p>

## 12. Joint Certification of APPR Plan

Created: 05/28/2015

Last updated: 05/29/2015

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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.

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12158/3554442-3Uqgn5g9lu/Certification%20Form%205-28-15.pdf>

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#### 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.

**Form 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
High School Band	<input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State	Wayne-Finger Lakes BOCES Developed High School Band Assessment
Middle Level Chorus	<input type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input checked="" type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State	Wayne-Finger Lakes BOCES Developed Middle Level Chorus Assessment
Algebra 1B	<input checked="" type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment <input type="radio"/> District, Regional or BOCES-developed <input type="radio"/> School/BOCES-wide/group/team results based on State	NYS Algebra 1 Regents
Grades 4-8 ELA and Math Courses	<input checked="" type="radio"/> State Assessment <input type="radio"/> State-approved 3rd party assessment	Grades 4-8 ELA and/or Math NYS Assessment

		<ul style="list-style-type: none"><li><input type="radio"/> District, Regional or BOCES-developed</li><li><input type="radio"/> School/BOCES-wide/group/team results based on State</li></ul>	
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Newark Central School District

2.11 Attachments

HEDI Chart for Calculating SLOs- Comparable Growth Measures:

HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
96-100%	91-95%	85-90%	84%	83%	82%	81%	80%	79%	78%	77%	76%	75%	74%	73%	72%	70-71%	68-69%	57-67%	46-56%	0-45%

\*The district reserves the right to review all targets and require additional changes and is responsible for ensuring that targets represent one year grade level growth.

### 3.13 Appendix A

#### Local Measure

#### HEDI Local Measures Conversion Chart ~ 20 Pts

Percentage of Students Proficient	Points for Local Measure	Band
96-100	20	Highly Effective
90-95	19	Highly Effective
85-89	18	Highly Effective
80-84	17	Effective
74-79	16	Effective
69-73	15	Effective
65-68	14	Effective
62-64	13	Effective
59-61	12	Effective
56-58	11	Effective
53-55	10	Effective
50-52	9	Effective
48-49	8	Developing
45-47	7	Developing
42-44	6	Developing
40-41	5	Developing
38-39	4	Developing
35-37	3	Developing
31-34	2	Ineffective
28-30	1	Ineffective
0-27	0	Ineffective

### 3.13 HEDI Local Measures Conversion Chart ~ 15 Pts

Percentage of Students Proficient	Points for Local Measure	Band
93-100	15	Highly Effective
85-92	14	Highly Effective
79-84	13	Effective
73-78	12	Effective
67-72	11	Effective
61-66	10	Effective
55-60	9	Effective
50-54	8	Effective
47-49	7	Developing
44-46	6	Developing
41-43	5	Developing
38-40	4	Developing
35-37	3	Developing
24-34	2	Ineffective
12-23	1	Ineffective
0-11	0	Ineffective

Normal round rules will apply.

**4.5 Attachment**  
**Rubric Score to Sub-Component Conversion Chart**  
**for Multiple Measures – 60%**

The follow conversion chart will be used to convert a Rubric Score to a Composite Score:

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

1.358		44
1.367		45
1.375		46
1.383		47
1.392		48
1.400		49
<b>Developing 50-56</b>		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.6
2.4	56.3	
<b>Effective 57-58</b>		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3		58
3.1		58.2
3.2		58.4
3.3		58.6
3.4		58.8
<b>Highly Effective 59-60</b>		
3.5		59
3.6		59.3
3.7		59.5
3.8		59.8
3.9		60
4		60.25 (round to 60)

## NEWARK TEACHER IMPROVEMENT PLAN (TIP)

**STATUS**       1<sup>st</sup> Year Probationary       2<sup>nd</sup> Year Probationary       3<sup>rd</sup> Year Probationary

Tenured

Other \_\_\_\_\_

The NYS Commissioner's Regulation (30-2.10) requires that any teacher with an annual professional performance review rated as Developing or Ineffective shall receive a Teacher Improvement Plan. The purpose of the TIP is the improvement of teaching practice. The goal is to provide resources and support for teachers rated "Developing" or "Ineffective." A TIP shall be developed in consultation with the teacher and union representation shall be afforded at the teacher's request. The evaluator and teacher will jointly determine the strategies to be undertaken to correct areas in need of improvement. A TIP is not a disciplinary action. At the end of a mutually agreed upon timeline, the teacher, administrator and mentor (if one has been assigned), and a union representative (if requested by the teacher) shall meet to assess the effectiveness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly.

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

Tenure Area: \_\_\_\_\_

Subject/Grade Level \_\_\_\_\_

Evaluator: \_\_\_\_\_

Association Rep: \_\_\_\_\_

TIP Date(s) \_\_\_\_\_

Place a check mark in the box next to any domain below that was rated as Developing or Ineffective.

_____ Domain 1: Planning and Preparation	_____ Domain 2: The Classroom Environment
_____ Domain 3: Instruction	_____ Domain 4: Professional Responsibilities

In the space below, describe the following: List goals to address the domains assessed as Developing or Ineffective; list differentiated activities to support the teacher's improvement in the areas listed above; describe the manner in which the improvement will be assessed and provide a timeline for achieving improvement.

Teaching Standard(s) chosen for further development (if there are several, indicate the priority order for addressing them)	Danielson Domain(s)	Action(s) to be taken (Use additional sheets if needed)	Person(s) responsible	Timeline for Progress	Measurable Performance Goals and Indicators of success	Improvements made and documented and Meetings (dates/initials)

**TIP Progress Monitoring Conference(s)**

The unit member, evaluator, mentor (if applicable) and the Association Representative (if requested by the member) shall meet on \_\_\_\_\_ (date) to assess the effectiveness and appropriateness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly.

**Meeting dates:**

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**TIP Progress Monitoring Conference(s)**

<b>Date:</b> <b>Comments:</b>	<b>Date:</b> <b>Comments:</b>	<b>Date:</b> <b>Comments:</b>	<b>Date:</b> <b>Comments:</b>	<b>Date:</b> <b>Comments:</b>
----------------------------------	----------------------------------	----------------------------------	----------------------------------	----------------------------------

Final TIP Conference

Recommendations for Results of TIP

\_\_\_\_\_ Teacher has met the performance goals identified through TIP.

\_\_\_\_\_ Teacher has not met the performance goals.

Administrator's Comments:

Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

Educator's Comments:

Educator's Signature \_\_\_\_\_ Date \_\_\_\_\_

cc: Superintendent and Shared Administrator (if applicable)

Newark Central School District

7.3 Attachment- HEDI Table for Principals- SLOs

HEDI Chart for Calculating SLOs- Comparable Growth Measures:

HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
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## Appendix A

### Local Measure

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38-40	4	Developing
35-37	3	Developing
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12-23	1	Ineffective
0-11	0	Ineffective

**Appendix C: PRINCIPAL IMPROVEMENT PLAN (PIP)**

CAREER LEVEL	
	1 <sup>st</sup> Year Probationer
	2 <sup>nd</sup> Year Probationer
	3 <sup>rd</sup> Year Probationer
	Tenured
	Other

DATE **FINAL EVALUATION** CONDUCTED: \_\_\_\_\_

**Purpose:** The goal of a Principal Improvement Plan (PIP) is to improve performance and professional growth. The NYS Commissioner's Regulation (30-2.10) requires that leaders with an annual professional performance review rated as Developing or Ineffective shall receive a Principal Improvement Plan. A PIP shall be developed in consultation with the administrator and the presence of a union representative shall be afforded at the administrator's request. A PIP is not a disciplinary action. At the end of a mutually agreed upon timeline, the administrator, lead evaluator, and a union representative (if requested) shall meet to assess the effectiveness of the PIP in assisting the administrator to achieve the goals set forth in the PIP. Based on the outcome of this assessment, the PIP shall be modified accordingly.

Administrator: \_\_\_\_\_  
 Position: \_\_\_\_\_  
 School: \_\_\_\_\_

<b><u>S</u>PECIFIC</b>	<b><u>M</u>EASURABLE AND <u>A</u>TTAINABLE</b>	<b><u>R</u>ESULT-ORIENTED</b>	<b><u>T</u>IMELINE</b>	<b>ACTIVITIES/ RESOURCES/ RESPONSIBLE PERSON(S) TO SUPPORT IMPROVEMENT</b>
ELEMENTS FROM APPR IDENTIFIED WHERE IMPROVEMENT IS NEEDED	MEASUREABLE AND OBSERVABLE PERFORMANCE GOALS AND SPECIFIC EXPECTATIONS	EVIDENCE BY WHICH IMPROVEMENT WILL BE ASSESSED	TIMELINE FOR ACHIEVING IMPROVEMENT	

I have read this report and understand that a copy will be placed in my official personnel file.

\_\_\_\_\_  
 Administrator Signature

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Lead Evaluator 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 Teacher Improvement Plan (TIP) or Principal Improvement Plan (PIP), in accordance with all applicable statutes and regulations, as soon as practicable but in no case later than 10 school days from the opening of classes in the school year following the performance year
- Assure that all evaluators and lead evaluators will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with all applicable statutes and regulations
  - Assure that the district or BOCES has appeal procedures that are consistent with the statute and regulations and that they provide for the timely and expeditious resolution of an appeal

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

**Signatures, dates**

Superintendent Signature:    Date:

*[Handwritten Signature]*    5/28/15

Teachers Union President Signature:    Date:

*Mary J. Daly*    5/28/2015

Administrative Union President Signature:    Date:

*[Handwritten Signature]*    5/28/2015

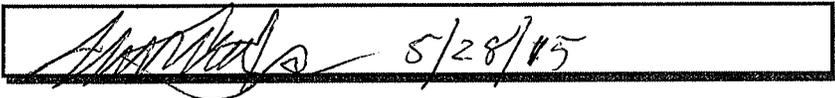
Board of Education President Signature:    Date:

*Roberto V. Colacino*    5/28/2015

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

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

Superintendent / District Superintendent / Chancellor Signature:      Date:

A rectangular box containing a handwritten signature and the date 5/28/15.