



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

Commissioner of Education
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December

13, 2012

Dr. Marylou McDermott, Superintendent
Northport-East Northport Union Free School District
158 Laurel Avenue
Northport, NY 11768

Dear Superintendent McDermott:

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

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

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

Thank you again for your hard work.

John

Sincerely,

A handwritten signature in black ink that reads "John B. King, Jr." in a cursive style.

B. King, Jr.
Commissioner

Attachment

c: Thomas Rogers

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

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

Annual Professional Performance Reviews: 2012-13

Created Thursday, May 24, 2012

Updated Thursday, December 13, 2012

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Disclaimers

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department 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 : 580404030000

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

580404030000

1.2) School District Name: NORTHPORT-EAST NORTHPORT UFSD

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

NORTHPORT-EAST NORTHPORT UFSD

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

(No response)

1.5) Assurances

Please check all of the boxes below:

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

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

Re-submission to address deficiencies

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

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

Annual (2012-13)

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

Created Thursday, May 24, 2012

Updated Monday, December 10, 2012

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	District-wide K ELA Assessment
1	District, regional, or BOCES-developed assessment	District-wide Gr1 ELA Assessment
2	District, regional, or BOCES-developed assessment	District-wide Gr2 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 student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in	Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will
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<p>this subcomponent. If needed, you may upload a table or graphic at 2.11, below.</p>	<p>be determined for each student. Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L</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>20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO) 19 points -- 91% to 96% 18 points -- 85% to 90%</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below</p>

2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	District-wide K Math Assessment
1	District, regional, or BOCES-developed assessment	District-wide Gr1 Math Assessment
2	District, regional, or BOCES-developed assessment	District-wide Gr2 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 student performance.

<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>Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will be determined for each student. Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L</p>
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Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

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	District-wide Gr6 Science Assessment
7	District, regional or BOCES-developed assessment	District-wide Gr7 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 student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will be determined for each student. Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO) 19 points -- 91% to 96% 18 points -- 85% to 90%

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	District-wide Gr6 Social Studies Assessment
7	District, regional or BOCES-developed assessment	District-wide Gr7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	District-wide Gr8 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 student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will be determined for each student. Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District goals for similar students.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%

Developing (3 - 8 points) Results are below District goals for similar students.	8 points -- 62% to 64%
	7 points -- 59% to 61%
	6 points -- 58%
	5 points -- 57%
	4 points -- 56%
	3 points -- 55%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 points -- 45% to 54%
	1 points -- 35% to 44%
	0 points -- 34% or below

2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	District, regional, or BOCES-developed assessment	District-wide Global 1 Social Studies Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will be determined for each student. Possible assessment grades will be from 0 - 100 points
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO)
	19 points -- 91% to 96%
	18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District goals for similar students.	17 points -- 84%
	16 points -- 83%
	15 points -- 80% to 82%
	14 points -- 77% to 79%
	13 points -- 74% to 76%
	12 points -- 71% to 73%
	11 points -- 68% to 70%
	10 points -- 66% to 67%
9 points -- 65%	
Developing (3 - 8 points) Results are below District goals for similar students.	8 points -- 62% to 64%
	7 points -- 59% to 61%

6 points -- 58%
 5 points -- 57%
 4 points -- 56%
 3 points -- 55%

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

2 points -- 45% to 54%
 1 points -- 35% to 44%
 0 points -- 34% or below

2.7) High School Science Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will be determined for each student. Possible assessment grades will be from 0 - 100 points
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District goals for similar students.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District goals for similar students.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%

Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 points -- 45% to 54%
	1 points -- 35% to 44%
	0 points -- 34% or below

2.8) High School Math Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will be determined for each student. Possible assessment grades will be from 0 - 100 points
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District goals for similar students.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District goals for similar students.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

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	District-wide Gr9 ELA Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	District-wide Gr10 ELA Assessment
Grade 11 ELA	Regents assessment	NYS English Regents

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Benchmark data from the fall will be compared to summative data in the spring and a growth percentage will be determined for each student. Possible assessment grades will be from 0 - 100 points
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 points -- 97% or more of students assessed will show evidence of growth as defined in the student learning objective (SLO) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District goals for similar students.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District goals for similar students.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

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
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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.

(No response)

2.12) Locally Developed Controls

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

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

(No response)

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

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

Checked

3. Local Measures (Teachers)

Created Thursday, May 24, 2012

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Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS Gr4 ELA Assessment
5	6(ii) School wide measure computed locally	NYS Gr5 ELA Assessment
6	6(ii) School wide measure computed locally	NYS Gr6 ELA Assessment
7	6(ii) School wide measure computed locally	NYS Gr7 ELA Assessment
8	6(ii) School wide measure computed locally	NYS Gr8 ELA Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	The District will use the NYS ELA assessments in grades 4 - 8, and all teachers will be assigned points based on the grade-level proficiency performance on the assessment in that teacher's school. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	15 points -- 95% or more of students at the grade-level in the school will score "proficient" (\geq level 3) 14 points -- 85% to 94%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	13 points -- 74% to 84% 12 points -- 72% to 73% 11 points -- 68% to 70% 10 points -- 67% 9 points -- 66% 8 points -- 65%
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	7 points -- 59% to 64% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS Gr4 Math Assessment
5	6(ii) School wide measure computed locally	NYS Gr5 Math Assessment
6	6(ii) School wide measure computed locally	NYS Gr6 Math Assessment
7	6(ii) School wide measure computed locally	NYS Gr7 Math Assessment
8	6(ii) School wide measure computed locally	NYS Gr8 Math Assessment

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

Note: when completing the HEDI boxes below, it is not acceptable to just repeat the text descriptions from the regulations and/or

assurances listed to the left of each box.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	The District will use the NYS Mathematics assessments in grades 4 - 8, and all teachers will be assigned points based on the grade-level proficiency performance on the assessment in that teacher's school. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	15 points -- 95% or more of students at the grade-level in the school will score "proficient" (\geq level 3) 14 points -- 85% to 94%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	13 points -- 74% to 84% 12 points -- 72% to 73% 11 points -- 68% to 70% 10 points -- 67% 9 points -- 66% 8 points -- 65%
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	7 points -- 59% to 64% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

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 7th grade

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

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

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

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

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

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

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	5) District, regional, or BOCES–developed assessments	District-wide K ELA Assessment
1	5) District, regional, or BOCES–developed assessments	District-wide Gr1 ELA Assessment
2	5) District, regional, or BOCES–developed assessments	District-wide Gr2 ELA Assessment
3	6(ii) School-wide measure computed locally	NYS Gr3 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.	Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L, and an assessment grade of 3L or above will be considered "proficient." Grades K-2 assessments will be scored in-district -- answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students at the grade-level in the school will score "proficient" (\geq level 3L) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	5) District, regional, or BOCES–developed assessments	District-wide K Math Assessment
1	5) District, regional, or BOCES–developed assessments	District-wide Gr1 Math Assessment
2	5) District, regional, or BOCES–developed assessments	District-wide Gr2 Math Assessment
3	6(ii) School-wide measure computed locally	NYS Gr3 Math Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L, and an assessment grade of 3L or above will be considered "proficient." Grades K-2 assessments will be scored in-district -- answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students at the grade-level in the school will score "proficient" (\geq level 3L) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES–developed assessments	District-wide Gr6 Science Assessment
7	5) District, regional, or BOCES–developed assessments	District-wide Gr7 Science Assessment
8	6(ii) School wide measure computed locally	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L, and an assessment grade of 3L or above will be considered "proficient." Grades 6-7 assessments will be scored in-district -- answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students at the grade-level in the school will score "proficient" (\geq level 3L) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES-developed assessments	District-wide Gr6 Social Studies Assessment
7	5) District, regional, or BOCES-developed assessments	District-wide Gr7 Social Studies Assessment
8	5) District, regional, or BOCES-developed assessments	District-wide Gr8 Social Studies Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Possible assessment grades will be: 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L, and an assessment grade of 3L or above will be considered "proficient." Grades 6-8 assessments will be scored in-district -- answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students at the grade-level in the school will score "proficient" (>=level 3L) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	5) District, regional, or BOCES-developed assessments	District-wide Global 1 Social Studies Assessment
Global 2	6(ii) School wide measure computed locally	NYS Global Regents Exam
American History	6(ii) School wide measure computed locally	NYS American History Regents Exam

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.	Possible assessment grades will be from 0 - 100 points or 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L and an assessment grade of $\geq 3L$ or ≥ 65 will be considered "proficient." High School Social Studies assessments will be scored in-district -- answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students on a teacher's roster will score "proficient" ($\geq 3L$ or ≥ 65) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.9) High School Science

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Possible assessment grades will be from 0 - 100 points and an assessment grade of ≥ 65 will be considered "proficient." High School Science assessments will be scored in-district -- answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students on a teacher's roster will score "proficient" ($\geq 3L$ or ≥ 65) 19 points -- 91% to 96% 18 points -- 85% to 90%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.10) High School Math

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Possible assessment grades will be from 0 - 100 points and an assessment grade of ≥ 65 will be considered "proficient." High School Math assessments will be scored in-district -- answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating. Should the statewide proficiency average drop, the point accumulation shall be adjusted upward to account for the drop.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students on a teacher's roster will score "proficient" ($\geq 3L$ or ≥ 65) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	5) District, regional, or BOCES-developed assessments	District-wide Gr9 ELA Assessment
Grade 10 ELA	5) District, regional, or BOCES-developed assessments	District-wide Gr10 ELA Assessment
Grade 11 ELA	6(ii) School wide measure computed locally	NYS English Regents Exam

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Possible assessment grades will be 4H, 4M, 4L, 3H, 3M, 3L, 2H, 2M, 2L, 1H, 1M, 1L and an assessment grade of $\geq 3L$ will be considered "proficient." Assessments for all other courses will be scored in-district -- scoring sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	20 points -- 97% or more of students on a teacher's roster will score "proficient" ($\geq 3L$ or ≥ 65) 19 points -- 91% to 96% 18 points -- 85% to 90%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 points -- 84% 16 points -- 83% 15 points -- 80% to 82% 14 points -- 77% to 79% 13 points -- 74% to 76% 12 points -- 71% to 73% 11 points -- 68% to 70% 10 points -- 66% to 67% 9 points -- 65%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 points -- 62% to 64% 7 points -- 59% to 61% 6 points -- 58% 5 points -- 57% 4 points -- 56% 3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54% 1 points -- 35% to 44% 0 points -- 34% or below

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.

(No response)

3.14) Locally Developed Controls

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

Effective: September 2013

We will use the NYSUT Grade-level Attendance Adjustment model explained below.

Concerns Related to Student Attendance:

Ten days

Teacher reports absence, school notifies parents and arranges parent teacher conference with principal and teacher (if necessary).

Twenty days

Teacher reports absence, school notifies parents and arranges parent teacher conference with principal and teacher. Refers student to attendance teacher and student support teams (SST).

Thirty days

Teacher reports absence, school arranges meeting with Principal, SST, attendance Teacher, refers student to Pupil Personnel and/or appropriate agency.

In determining the teacher's local growth score, student attendance may be a relevant factor. To that end, and in accordance with the District's attendance policy, there will be a minimal 90% attendance requirement. For the purposes of determining the local measures of student proficiency, if the absenteeism percentage at the grade level is greater than the District-wide absenteeism percentage, the HEDI growth percentages for the percentage of students at the grade level in the school who will score proficient will decrease by the percentage of the difference between the district and grade-wide percentages.

The steps to calculate this are:

- 1. Sum the grade-wide percentage of absenteeism*
- 2. Sum the district-wide percentage of absenteeism*
- 3. If step 1 is greater than step 2 then subtract step 2 from step 1*

Example:

3rd Grade absenteeism = 45%

District-wide absenteeism = 40%

Difference = 5%

For this example, the negotiated minimum for reaching Effective in grade 3 ELA is 65 percent of students at proficiency.

Using the adjustment, the new minimum for Effective for the grade 3 ELA would be 60% of the students at proficiency (each percentage for each HEDI point would be adjusted down 5%).

No more than two points will be added to each teacher's HEDI score based on this adjustment.

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.

If educators have more than one locally selected measure, those measures will be combined into one HEDI rating and score by taking the score of 0-15 or 0-20 points on each measure and weighing the measures proportionately based on the number of students in each measure.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

Created Monday, June 04, 2012

Updated Thursday, October 18, 2012

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.)

Danielson's Framework for Teaching

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

If you checked "no" above, fill in the group of teachers covered (e.g., "probationary teachers"):

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	40
One or more observation(s) by trained independent evaluators	(No response)
Observations by trained in-school peer teachers	(No response)
Feedback from students using State-approved survey tool	(No response)
Feedback from parents/caregivers using State-approved survey tool	(No response)
Structured reviews of lesson plans, student portfolios and other teacher artifacts	20

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

(No response)

4.3) Survey Tools (if applicable)

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

- Checked

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

All teachers will be assigned points in each of the Danielson Rubric domains, including domain 1: 0-6 points; domain 2: 0-10 points; domain 3: 0-15 points; and domain 4: 0-9 points. Teachers will have the choice of observations in person or by video at the teacher's discretion. Video will only be available to be utilized in formal observations. 20 points will be allocated for a structured review of artifacts which represent the teacher's focus on student learning and reflective practice. An exemplary collection of artifacts should contain at least nineteen documents and include at least ten different types of artifacts representing all four rubric domains. Points are assigned (on a scale of 0-20 points) using the "Structured Review" documents uploaded below.

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

assets/survey-uploads/5091/138670-eka9yMJ855/Structured Review of Artifacts _NP-ENP 101512.pdf

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	Based on classroom observations and a structured review of artifacts, this teacher exceeds District teaching standards.
Effective: Overall performance and results meet NYS Teaching Standards.	Based on classroom observations and a structured review of artifacts, this teacher meets District teaching standards.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Based on classroom observations and a structured review of artifacts, this teacher needs improvement in order to meet District teaching standards.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Based on classroom observations and a structured review of artifacts, this teacher does not meet District teaching standards.

Provide the ranges for the 60-point scoring bands.

Highly Effective	59-60 points
Effective	57-58 points
Developing	25-56 points
Ineffective	0-24 points

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers Formal/Long	2
4.6) Observations of Probationary Teachers Informal/Short	4
4.6) Observations of Probationary Teachers Enter Total	6

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?

-
- Both
-

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

-
- In Person
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- Both
-

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

-
- In Person
-

5. Composite Scoring (Teachers)

Created Monday, June 04, 2012

Updated Friday, June 22, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

Highly Effective	59 - 60 points
Effective	57 - 58 points
Developing	25-56 points
Ineffective	0 -24 points

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

Created Monday, June 04, 2012

Updated Friday, September 14, 2012

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/138737-Df0w3Xx5v6/teacher improvement plan form \(NP-ENP 091412\).pdf](assets/survey-uploads/5265/138737-Df0w3Xx5v6/teacher%20improvement%20plan%20form%20(NP-ENP%20091412).pdf)

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

APPR - Evaluation Appeals

1. Within ten (10) business days, occurring during the school year including summer recess, of the receipt of a teacher's annual evaluation, the teacher may request, in writing, review by the Superintendent of Schools or his/her designee.

2. The appeal writing shall articulate in detail the basis of the appeal to the Superintendent of Schools or his/her designee. Failure to articulate a particular basis for the appeal in the aforesaid appeal writing shall be deemed a waiver of that claim. The evaluated teacher may only challenge the substance, rating and/or adherence to the parties' annual professional performance review plan adopted pursuant to 8 NYCRR 30-2 and Education Law 3012-c.

3. Within ten (10) business days, occurring during the school year including summer recess, of receipt of the appeal, the Superintendent of Schools or his/her designee shall render an initial determination, in writing, respecting the appeal. Thereafter the affected teacher may elect review of the appeal papers by one outside expert who will be chosen from a panel of three persons selected by the District and UTN, which panel shall be established by the parties. The initial panel shall be identified in a separate writing between the parties. The panel composition shall be reviewed annually beginning on July 1, 2013. The panelists shall be selected in rotating order; if a panelist is unavailable, the next listed panelist will be chosen. The cost of expert review shall be borne by the District. The expert may recommend a modification of the TIP, or a modification of the rating, along with his/her rationale for the same. Expert review shall be completed within ten (10) days of delivery of the written request for review to the panel member. No hearing shall be held and the review shall be based solely upon the original appeal, the Superintendent's initial determination, supporting papers submitted by the teacher and/or a response to the appeal by the teacher's evaluator. The panelist's written review recommendation shall be transmitted to the Superintendent and appellant upon completion. The Superintendent shall consider the written review recommendation of the panelist and shall issue a written decision within ten days thereof. The determination of the Superintendent of Schools, or his/her designee, shall be final and shall not be grievable, arbitrable, nor reviewable in any other forum; however, the failure of either party to abide by the above agreed upon process shall be subject to the grievance procedure. (The parties acknowledge that nothing herein shall prevent a unit member from offering into evidence the written review recommendation of an outside expert appointed pursuant to this subdivision in the context of a 3020-a discharge proceeding based on a "pattern of ineffective teaching or performance" or "pedagogical incompetence.")

4. An overall performance rating of "ineffective" on the annual evaluation is the only rating subject to appeal. Teachers who receive a rating of "highly effective" or "effective" or "developing" shall not be permitted to appeal their rating. Tenured teachers who are rated effective, highly effective or developing may elect to submit a written response to their overall rating, which response shall be appended to the APPR evaluation and filed in the teacher's personnel file. Such response shall be filed within ten (10) business days, occurring during the school year including summer recess, of the teacher's receipt of the APPR evaluation.

5. Non-tenured teachers shall not be permitted to appeal any aspect of their annual evaluation, or the school district's issuance and/or implementation of the terms of a teacher improvement plan. Probationary teachers who are rated ineffective, effective, highly effective or developing may elect to submit a written response to their overall rating, which response shall be appended to the APPR evaluation and filed in the teacher's personnel file. Such response shall be filed within ten (10) business days, occurring during the school year including summer recess, of the teacher's receipt of the APPR evaluation.

6.4) Training and Certification of Lead Evaluators and Evaluators

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

Administrators must be certified as lead evaluators in order for classroom observations that construct a teacher's APPR to be valid. Lead evaluators must show evidence of training within all nine Lead Evaluator training criteria in order to receive district certification as a Lead Evaluator. The Assistant Superintendent for Human Resources attended workshops held by Western Suffolk BOCES and received certification in teacher evaluation. The Assistant Superintendent for Human Resources then held a series of 4 three hour workshops to train all district administrators as lead evaluators. Inter-rater reliability was established by having all administrators collectively view several New Teacher Center classroom observation videos and engage in group discussion to identify and agree on evidence within the Danielson domains. All administrators kept a log of professional development hours within the nine lead evaluator criteria that was signed off on by the Assistant Superintendent of Human Resources.

Recertification will occur annually.

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

• Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Thursday, May 24, 2012

Updated Tuesday, June 05, 2012

Page 1

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

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

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

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

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

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

Please check the boxes below:

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

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

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

State assessments, required if one exists

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

List of State-approved 3rd party assessments

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

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

School or Program Type	SLO with Assessment Option	Name of the Assessment
(No response)	(No response)	(No response)
(No response)	(No response)	(No response)
(No response)	(No response)	(No response)
(No response)	(No response)	(No response)
(No response)	(No response)	(No response)

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

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

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

Created Thursday, May 24, 2012

Updated Monday, December 10, 2012

Page 1

Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-5	(d) measures used by district for teacher evaluation	NYS Gr 4-5 ELA Math and Grade 4 Science Assessments
6-8	(d) measures used by district for teacher evaluation	NYS Gr 6-8 ELA Math as well as Earth Science, Living Environment, Algebra, and Geometry Regents Assessments
9-12	(g) % achieving specific level on Regents or alternatives	NYS Regents Assessments (see attached)

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	The District will use the NYS Gr 4-8 and Regents assessments, and all principals will be assigned points based on the students' proficiency performance on the assessments in that principal's school. Answer sheet distribution will ensure that teachers will not grade tests that factor into their accountability rating. The number of students scoring proficient on all assessments will be divided by the total number of students tested on all assessments, and the HEDI points will be determined using the percentage that results from this "school proficiency calculation."
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	15 points -- 95% or more of students in the school will score "proficient" as determined by the "school proficiency calculation" 14 points -- 85% to 94%

Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	13 points -- 74% to 84%
	12 points -- 71% to 73%
	11 points -- 68% to 70%
	10 points -- 67%
	9 points -- 66%
	8 points -- 65%
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	7 points -- 59% to 64%
	6 points -- 58%
	5 points -- 57%
	4 points -- 56%
	3 points -- 55%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 points -- 45% to 54%
	1 points -- 35% to 44%
	0 points -- 34% or below

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)

assets/survey-uploads/5366/133138-8o9AH60arN/High School Regents Examinations _NP-ENP Principal Accountability 091412_.pdf

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

(No response)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(No response)

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

(No response)

8.3) Locally Developed Controls

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

No adjustments, controls, or other special considerations will be used.

8.4) Principals with More Than One Locally Selected Measure

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

(No response)

8.5) Assurances

Please check all of the boxes below:

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

9. Other Measures of Effectiveness (Principals)

Created Thursday, May 24, 2012

Updated Friday, September 14, 2012

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9.1) Principal Practice Rubric

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

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

The Reeves Leadership Performance Matrix

(No response)

9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

9.3) Assurances -- Goals Assure that if any points are assigned to goals, at least one goal will address the principal's contribution to improving teacher effectiveness based on one or more of the following: improved retention of high performing teachers; correlation of student growth scores to teachers granted vs. denied tenure; or improvements in proficiency rating of the principal on specific teacher effectiveness standards in the principal practice rubric.	Checked
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).	Checked

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 posted, this form will be updated with dropdown menus of approved survey tools.

(No response)

(No response)

(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 ten dimensions of the Reeves Leadership Matrix will be assigned point values with a final sum of no more than 60 points. The conversion chart uploaded below will be used to determine the number of points a principal receives.

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

assets/survey-uploads/5143/133141-pMADJ4gk6R/conversion chart for NASA rubr.pdf

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

Highly Effective: Overall performance and results exceed standards.	Based on the total number of points assigned o the principal using the Reeves Matrix practice rubric, this principal exceeds the District leadership standards.
Effective: Overall performance and results meet standards.	Based on the total number of points assigned o the principal using the Reeves Matrix practice rubric, this principal meets the District leadership standards.
Developing: Overall performance and results need improvement in order to meet standards.	Based on the total number of points assigned o the principal using the Reeves Matrix practice rubric, this principal needs improvement to meet the District leadership standards.
Ineffective: Overall performance and results do not meet standards.	Based on the total number of points assigned o the principal using the Reeves Matrix practice rubric, this principal does not meet the District leadership standards.

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	59 - 60 points
Effective	57 - 58 points
Developing	55-56 points
Ineffective	0 - 54 points

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	10
By trained administrator	0
By trained independent evaluator	0
Enter Total	10

Tenured Principals

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

10. Composite Scoring (Principals)

Created Tuesday, June 05, 2012

Updated Friday, June 22, 2012

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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

Highly Effective	59-60
Effective	57-58
Developing	55-56
Ineffective	0-54

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Tuesday, June 05, 2012

Updated Friday, September 21, 2012

Page 1

11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

[assets/survey-uploads/5276/139235-Df0w3Xx5v6/principal_improvement_form_\(NP-ENP_091412\).pdf](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*APPR APPEALS PROCESS WITH
NORTHPORT ASSOCIATION OF SCHOOL ADMINISTRATORS*

1. Within fifteen (15) business days, occurring during the school year including summer recess, of the receipt of a Principal's annual evaluation or receipt of the Principal's Improvement Plan, or implementation of the Improvement Plan, the Principal may request, in writing, review by the Superintendent of Schools. In the appeal, the affected Principal shall submit all documents and information

he/she intends to rely upon in support of the appeal. Within five (5) business days, the District shall provide to the affected Principal any additional documentation it intends to rely upon in support of the Principal's annual evaluation or the Principal's Improvement Plan. Upon receipt of the District's additional documentation, the affected Principal shall submit to the District, within three (3) business days, any additional documentation or information to be considered.

2. The appeal writing shall articulate in detail the basis of the appeal to the Superintendent of Schools. Failure to articulate a particular basis for the appeal in the aforesaid appeal writing shall be deemed a waiver of that claim. The evaluated Principal may only challenge the following:

- a. The content of the principal's Annual Professional Performance Review, including the content of the written narrative and the points awarded for each scoring band for the composite score.
- b. The school district's issuance or implementation of the Improvement Plan under Education Law 3012-c.
- c. The school district's adherence to the standards and methodologies required for APPRs pursuant to Education Law 3012-c.
- d. The adherence to the Commissioner's regulations that are applicable to APPRs.
- e. Compliance with the negotiated APPR procedures in the Northport-East Northport School District and Northport Association of School Administrators Collective Bargaining Agreement.

3. Within ten (10) business days, occurring during the school year including summer recess, of receipt of the appeal, the Superintendent of Schools shall render an initial determination, in writing, respecting the appeal. Thereafter the affected Principal may elect review of the appeal papers by one outside expert who will be chosen from a panel of three persons selected by the District and the Association, which panel shall be mutually agreed upon and established by the parties. The initial panel shall be identified in a separate writing between the parties. The panel composition shall be reviewed annually beginning on July 1, 2013. The panelists shall be selected in rotating order; if a panelist is unavailable, the next listed panelist will be chosen. The cost of expert review shall be borne by the District. The expert may recommend a modification of the PIP, or a modification of the rating, along with his/her rationale for the same. Expert review shall be completed within ten (10) business days of delivery of the written request for review to the panel member. No hearing shall be held and the review shall be based solely upon the original appeal, the Superintendent's initial determination, supporting papers submitted by the Principal and/or a response to the appeal by the Principal's evaluator. The District shall have the burden to establish by a preponderance of the evidence to support the Principal Performance Review and/or PIP. The panelist's written review recommendation shall be transmitted to the Superintendent and appellant upon completion. The Superintendent shall consider the written review recommendation of the panelist and shall issue a written decision within ten (10) business days thereof. The determination of the Superintendent of Schools shall be final and shall not be grievable, arbitrable, nor reviewable in any other forum; however, the failure of either party to abide by the above agreed upon process shall be subject to the grievance procedure. (The parties acknowledge that nothing herein shall prevent a unit member from offering into evidence the written review recommendation of an outside expert appointed pursuant to this subdivision in the context of a 3020-a discharge proceeding based on a "pattern of ineffectiveness or performance" or "pedagogical incompetence.")

4. An overall performance rating of "ineffective" or "developing" on the annual evaluation are the only ratings subject to appeal. Principals who receive a rating of "highly effective" or "effective" shall not be permitted to appeal their rating. Notwithstanding the appeals process, any Principal maintains the right to submit a written response to his/her evaluation, which response shall be appended to the APPR evaluation and filed in the Principal's personnel file. Such response shall be filed within ten (10) business days, occurring during the school year including summer recess, of the Principal's receipt of the APPR evaluation.

11.4) Training and Certification of Lead Evaluators and Evaluators

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

The Superintendent of Schools, Assistant Superintendent for Instruction and Administration and Assistant Superintendent for Human Resources have attended workshops to gain expertise in the new APPR. They will attend additional workshops that focus specifically on principal evaluations when offered by the State Education Department, the Long Island BOCESs, and/or the New York State Council of School Superintendents, during the 2012-2013 school year. Also during 2012-2013, they will receive rubric specific training on the Reeves Leadership Matrix which will be used in this school district. The principals will be included in this training. As part of their ongoing training, the Superintendent of Schools, Assistant Superintendent for Instruction and Administration and Assistant Superintendent for Human Resources will conduct visitations to each principal's building using the Reeves Leadership Matrix during the 2012-2013 school year. The evidence gathered from the visitations, as well as the artifacts that have been submitted by the principal, will be reviewed independently by each lead evaluator and aligned to the rubric and the negotiated point spreads to determine a rating. Meeting together each evaluations will ensure inter-rater reliability. The evidence of all the training will be presented to the Board of Education who will certify that the Superintendent of Schools, Assistant Superintendent for Instruction and Administration and Assistant Superintendent for Human Resources are all highly qualified to be the lead evaluators for the principals' APPR. The Board will re-certify both lead evaluators each school year after reviewing the ongoing training they have received.

11.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

-
- Checked
-

11.6) Assurances -- Principals

Please check all of the boxes below:

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

11.7) Assurances -- Data

Please check all of the boxes below:

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

12. Joint Certification of APPR Plan

Created Monday, June 04, 2012

Updated Thursday, December 13, 2012

Page 1

12.1) Upload the Joint Certification of the APPR Plan

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

assets/survey-uploads/5581/138751-3Uqgn5g9Iu/APPRCert_NP-ENP_UFSD_121312.pdf

File types supported for uploads

PDF (preferred)

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

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

Open Office (.odt, .ott)

Images (.jpg, .gif)

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

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

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

Northport-East Northport UFSD -- Structured Review of Artifacts

Each teacher shall bring a collection of artifacts to the spring conference meeting with the administrator. The teacher's choice of artifacts shall be designed to demonstrate the teacher's effectiveness based on the New York State Teaching Standards. The artifacts presented should represent the teacher's focus on student learning and reflective practice. An exemplary collection of artifacts should contain at least nineteen artifacts and include at least ten different types of artifacts representing all four domains of the Danielson Framework for Teaching rubric. The collection shall be scored using the rubric on the Structured Review of Artifacts form.

Some examples of artifacts that represent the various domains of teaching practice are listed below.

PLANNING AND PREPARATION:

- Long range plans
- Unit Plans
- Lesson Plans
- Substitute Plans
- Examples of teacher developed activities
- Examples of student work (projects, presentations, etc.)
- Sample assessments
- Rubrics/grading systems
- Graded work samples across ability levels
- Use of assessment data

THE CLASSROOM ENVIRONMENT:

- Group-building strategies
- Cooperative learning activities
- Student reflections
- Classroom layout
- Seating arrangements
- Classroom rules/routines
- Daily/weekly schedules
- Management forms/Behavioral plans

INSTRUCTION:

- Modifications/differentiations to meet individual needs
- Examples of teacher developed activities
- Examples of student work
- Extension/enrichment/remediation activities
- Flexible grouping plans
- Examples of multi-modality instruction
- Annotated photographs of students at work

PROFESSIONAL RESPONSIBILITIES:

- Parent communication
- Record-keeping strategies
- Evidence of teaming with other adults in the classroom

(The District created this "Structured Review of Artifacts" based on the information contained in the Port Jefferson Schools APPR which was previously approved by NYSED.)

Northport-East Northport UFSD -- Structured Review of Artifacts

(This form should be attached to the Assessment of Component 3.)

Teacher's Name _____

Grade/Subject _____

Rubric for Assigning Points

# of Points	# of Artifacts	Quality of Artifacts
20	At least 19	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 10 different types
19	At least 18	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 10 different types
18	At least 17	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 10 different types
17	At least 16	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 9 different types
16	At least 15	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 9 different types
15	At least 14	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 9 different types
14	At least 13	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 8 different types
13	At least 12	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 8 different types
12	At least 11	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 7 different types

11	At least 10	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 7 different types
10	At least 9	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 6 different types
9	At least 8	set of artifacts from at least 4 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 6 different types
8	At least 7	set of artifacts from at least 3 domains that represent teacher's focus on student learning <u>and</u> reflective practice, at least 5 different types
7	At least 7	set of artifacts from at least 3 domains that represent teacher's focus on student learning with some evidence of reflective practice, at least 5 different types
6	At least 5	set of artifacts from at least 2 domains that represent teacher's focus on student learning with some evidence of reflective practice, at least 4 different types
5	At least 5	set of artifacts from at least 2 domains that represent teacher's focus on student learning, at least 4 different types
4	At least 4	Set of artifacts
3	At least 3	Set of artifacts
2	At least 2	Set of artifacts
1	At least 1	1 artifact
0	At least 0	No artifacts submitted

TOTAL POINTS: _____

Administrator's Signature: _____

Teacher's Signature*: _____

* The signature of the teacher acknowledges that the teacher received a copy of the report and was notified that the completed APPR report would be placed in the teacher's file.

High School Regents Examinations

English Language Arts

- [Comprehensive English](#)

Languages Other Than English

- [French](#)
- [Italian](#)
- [Spanish](#)

Mathematics

- [Integrated Algebra](#)
- [Geometry](#)
- [Algebra 2/Trigonometry](#)

Social Studies

- [Global History & Geography](#)
- [U.S. History & Government](#)

Science

- [Chemistry](#)
- [Earth Science](#)
- [Living Environment](#)
- [Physics](#)

PRINCIPAL APPR - OTHER MEASURES - 60 POINTS

This model identifies 10 areas to be evaluated and utilizes the Reeves' Leadership Performance Matrix:

Each competency area of the rubric is rated HEDI (Site visits should be considered when the evaluator is rating each competency area)

RESILIENCE	H E D I
PERSONAL BEHAVIOR AND PROFESSIONAL ETHICS	H E D I
STUDENT ACHIEVEMENT	H E D I
DECISION MAKING	H E D I
COMUNICATION	H E D I
FACILITY DEVELOPMENT	H E D I
LEADERSHIP DEVELOPMENT	H E D I
TIME/TASK/PROJECT MANAGEMENT	H E D I
TECHNOLOGY	H E D I
PERSONAL PROFESSIONAL LEARNING	H E D I

HEDI Score:

Summary		Points
H	_____ X 45	_____
E	_____ X 30	_____
D	_____ X 15	_____
I	_____ X 0	_____
Total	10	_____/450

Conversion to 60 points

HEDI SCORE	Other Measure Points/60	Other Measure Rating
405-450	60	H
375-404	59	
255-374	58	E
225-254	57	
105-224	56	D
75-104	55	
60-74	54	I
59	53	
58	52	
57	51	
56	50	
55	49	
54	48	
53	47	
52	46	
51	45	
50	44	
49	43	
48	42	
47	41	
46	40	
45	39	
44	38	
43	37	
42	36	
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37	31	
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24	18	
23	17	
22	16	
21	15	
20	14	
19	13	
18	12	
17	11	
16	10	
15	9	
14	8	
13	7	
12	6	
11	5	
10	4	
7-9	3	
4-6	2	
1-3	1	
0	0	

PRINCIPAL IMPROVEMENT PLAN

<u>AREA(S) OF IMPROVEMENT/ PERFORMANCE GAP</u>	<u>STRATEGIES THE PRINCIPAL WILL USE TO IMPROVE (BY COMPONENT(S) WITHIN DOMAIN)</u>	<u>SPECIFIC RESOURCES AVAILABLE TO HELP</u>	<u>MANNER BY WHICH IMPROVEMENTS WILL BE ASSESSED</u>	<u>TIMELINE</u>
Student Growth				
Local Measures of Student Achievement				
Resilience				
Personal Behavior and Professional Ethics				
Student Achievement				
Decision Making				

Communication				
Faculty Development				
Leadership Development				
Time/Task/Project Management				
Technology				
Personal Professional Learning				

Principal's Signature:	Date:
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Supervisor's Signature:	Date:
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TEACHER IMPROVEMENT PLAN

<u>AREA(S) OF IMPROVEMENT</u>	<u>STRATEGIES THE TEACHER WILL USE TO IMPROVE (BY COMPONENT(S) WITHIN DOMAIN)</u>	<u>SPECIFIC RESOURCES AVAILABLE TO HELP</u>	<u>MANNER BY WHICH IMPROVEMENT WILL BE ASSESSED</u>	<u>TIMELINE</u>
Planning & Preparation				
Classroom Environment				
Instruction				
Professional Responsibility				

Teacher Signature:

Date:

Administrator Signature:

Date:

Administrator Signature:

Date:

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

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

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

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

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

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

Signatures, dates

Superintendent Signature: Date:

Marylou M. Dermott 12/10/12

Teachers Union President Signature: Date:

Antoinette S. Blarck 12/12/12

Administrative Union President Signature: Date:

Shirley Laughlin 12/10/12

Board of Education President Signature: Date:

Shirley G. White 12-10-12