



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

Commissioner of Education
President of the University of the State of New York
89 Washington Ave., Room 111
Albany, New York 12234

E-mail: commissioner@mail.nysed.gov
Twitter: @JohnKingNYSED
Tel: (518) 474-5844
Fax: (518) 473-4909

January 14, 2013

Gerard O'Sullivan, Superintendent
Norwich City School District
89 Midland Drive
Norwich, NY 13815

Dear Superintendent O'Sullivan:

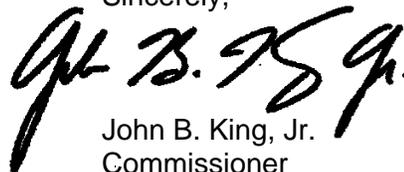
Congratulations. I am pleased to inform you that your multi-year (2012-2014) Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR. If any material changes are made to your approved APPR plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.
Commissioner

Attachment

c: William Tamaro

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 Saturday, September 15, 2012

Updated Thursday, January 03, 2013

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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 : 081200050000

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

081200050000

1.2) School District Name: NORWICH CITY SD

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

NORWICH CITY SD

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.

2012-2014

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

Created Saturday, September 15, 2012

Updated Friday, January 11, 2013

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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 | NCSD Developed K ELA Assessment |
| 1 | District, regional, or BOCES-developed assessment | NCSD Developed 1st Grade ELA Assessment |
| 2 | District, regional, or BOCES-developed assessment | NCSD Developed 2nd Grade 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.

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|---|---|
| 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. | Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of ELA K-2 will measure student growth on district created assessments named above. ELA 3 teachers will provide the appropriate state assessment as a pre-assessment and the NYSTP will provide the post-assessment. HEDI scores will be assigned using the table provided. |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 85% or more of a teacher's students must meet their growth target as identified in the SLO. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO. |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO. |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 15% or less of a teacher's students must meet their growth target as identified in the SLO. |

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 | NCS D Developed K Math Assessment |
| 1 | District, regional, or BOCES-developed assessment | NCS D Developed 1st Grade Math Assessment |
| 2 | District, regional, or BOCES-developed assessment | NCS D Developed 2nd Grade Math Assessment |
| 3 | State assessment | 3rd Grade State Assessment |

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

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of Math K-2 will measure student growth on district created assessments named above. Math 3 teachers will provide the appropriate state assessment as a pre-assessment and the NYSTP will provide the |
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|---|---|
| | post-assessment. HEDI scores will be assigned using the table provided. |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 85% or more of a teacher's students must meet their growth target as identified in the SLO. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO. |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO. |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 15% or less of a teacher's students must meet their growth target as identified in the SLO. |

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

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

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

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|---|---|
| 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. | Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of Science 6-7 will measure student growth on district created assessments named above. Science 8 teachers will provide the appropriate state assessment as a pre-assessment and the NYSTP will provide the post-assessment. HEDI scores will be assigned using the table provided. |
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 85% or more of a teacher's students must meet their growth target as identified in the SLO. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO. |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO. |

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

15% or less of a teacher's students must meet their growth target as identified in the SLO.

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 | NCSD Developed 6th Grade Social Studies Assessment |
| 7 | District, regional or BOCES-developed assessment | NCSD Developed 7th Grade Social Studies Assessment |
| 8 | District, regional or BOCES-developed assessment | NCSD Developed 8th Grade Social Studies Assessment |

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

Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of Social Studies 6-8 will measure student growth on district created assessments named above. HEDI scores will be assigned using the table provided.

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

85% or more of a teacher's students must meet their growth target as identified in the SLO.

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

Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO.

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

Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO.

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

15% or less of a teacher's students must meet their growth target as identified in the SLO.

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 | NCSD Developed Global I Assessment |

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

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

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| 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. | Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of Global I will measure student growth on district created assessments named above. Each teacher of Global II and American History will provide an appropriate state exam as a pre-assessment and a NYS Regents Exam as a post-assessment. HEDI scores will be assigned using the table provided. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 85% or more of a teacher's students must meet their growth target as identified in the SLO. |
| Effective (9 - 17 points) Results meet District goals for similar students. | Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO. |
| Developing (3 - 8 points) Results are below District goals for similar students. | Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 15% or less of a teacher's students must meet their growth target as identified in the SLO. |

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.

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|---|--|
| 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 | Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will |
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| graphic at 2.11, below. | calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of a Regents level Science course will measure student growth by providing an appropriate state exam as a pre-assessment and a NYS Regents Exam as a post-assessment. HEDI scores will be assigned using the table provided. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 85% or more of a teacher's students must meet their growth target as identified in the SLO. |
| Effective (9 - 17 points) Results meet District goals for similar students. | Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO. |
| Developing (3 - 8 points) Results are below District goals for similar students. | Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO. |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students. | 15% or less of a teacher's students must meet their growth target as identified in the SLO. |

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. | Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of a Regents level Math course will measure student growth by providing an appropriate state exam as a pre-assessment and a NYS Regents Exam as a post-assessment. HEDI scores will be assigned using the table provided. |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 85% or more of a teacher's students must meet their growth target as identified in the SLO. |
| Effective (9 - 17 points) Results meet District goals for similar students. | Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO. |
| Developing (3 - 8 points) Results are below District goals for similar students. | Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO. |

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

15% or less of a teacher's students must meet their growth target as identified in the SLO.

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 | NCS D Developed 9th Grade ELA Assessment |
| Grade 10 ELA | District, regional or BOCES-developed assessment | NCS D Developed 10th Grade ELA Assessment |
| Grade 11 ELA | Regents assessment | NYS Grade 11 Comprehensive English Regents Exam |

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.

Each teacher will set his/her own targets which in turn must be approved by his/her supervisor. After the administration of the post-assessments, the teacher will calculate the percent of students who have reached their growth targets approved by the administration. Each teacher of ELA 9-10 will measure student growth on district created assessments named above. Each teacher of ELA 11 will provide an appropriate state exam as a pre-assessment and a NYS Regents Exam as a post-assessment. HEDI scores will be assigned using the table provided.

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

85% or more of a teacher's students must meet their growth target as identified in the SLO.

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

Between 65% and 84% of a teacher's students must meet their growth target as identified in the SLO.

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

Between 16% and 64% of a teacher's students must meet their growth target as identified in the SLO.

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

15% or less of a teacher's students must meet their growth target as identified in the SLO.

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 |
|-------------------------|--------|------------|
|-------------------------|--------|------------|

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 locally developed controls will be used. Attendance controls on attachment used for local measures only.

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 Saturday, September 15, 2012

Updated Monday, January 14, 2013

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

| | Locally-Selected Measure from List of Approved Measures | Assessment |
|---|---|---|
| 4 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 4th Grade ELA Assessment |
| 5 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 5th Grade ELA Assessment |

| | | |
|---|---|--|
| 6 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 6th Grade ELA Assessment |
| 7 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 7th Grade ELA Assessment |
| 8 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 8th Grade 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. | At the end of the year, each student will be given a final summative assessment to measure achievement. Grade 4-8 ELA Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 25% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 24%. |

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 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 4th Grade Math Assessment |
| 5 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 5th Grade Math Assessment |
| 6 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 6th Grade Math Assessment |

| | | |
|---|---|--|
| 7 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 7th Grade Math Assessment |
| 8 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 8th Grade 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. | At the end of the year, each student will be given a final summative assessment to measure achievement. Grade 4-8 Math Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 25% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 24%. |

3.3) HEDI Tables or Graphics

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

<assets/survey-uploads/5139/177456-rhJdBgDruP/NCSD HEDI Scoring Chart Final.xlsx>

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

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

3.4) Grades K-3 ELA

Using the drop-down boxes below, select the 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 | NCS D Developed K ELA Assessment |
| 1 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 1st Grade ELA Assessment |
| 2 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 2nd Grade ELA Assessment |
| 3 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 3rd Grade 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. | At the end of the year, each student will be given a final summative assessment to measure achievement. Grade K-3 ELA Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%. |

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 | NCS D Developed K Math Assessment |
| 1 | 5) District, regional, or BOCES–developed assessments | NCS D Developed 1st Grade Math Assessment |

| | | |
|---|---|--|
| 2 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 2nd Grade Math Assessment |
| 3 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 3rd Grade 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. | At the end of the year, each student will be given a final summative assessment to measure achievement. Grade K-3 Math Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%. |

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 | NCSD Developed 6th Grade Science Assessment |
| 7 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 7th Grade Science Assessment |
| 8 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 8th Grade Science Assessment |

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | At the end of the year, each student will be given a final summative assessment to measure achievement. Grade 6-8 Science Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%. |

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 | NCSD Developed 6th Grade Social Studies Assessment |
| 7 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 7th Grade Social Studies Assessment |
| 8 | 5) District, regional, or BOCES–developed assessments | NCSD Developed 8th Grade Social Studies Assessment |

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

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

| | |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | At the end of the year, each student will be given a final summative assessment to measure achievement. Grade 6-8 Social Studies Teachers will use the average of achievement scores on student's last benchmark of the |
|---|---|

year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score.

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

The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above.

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

The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%.

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

The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%.

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

The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%.

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 | NCSD Developed Global I Assessment |
| Global 2 | 5) District, regional, or BOCES–developed assessments | NCSD Developed Global II Assessment |
| American History | 5) District, regional, or BOCES–developed assessments | NCSD Developed American History Assessment |

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.

At the end of the year, each student will be given a final summative assessment to measure achievement. High School Social Studies Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This

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|---|--|
| | number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%. |

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 | 5) District, regional, or BOCES—developed assessments | NCS D Developed Living Environment Assessment |
| Earth Science | 5) District, regional, or BOCES—developed assessments | NCS D Developed Earth Science Assessment |
| Chemistry | 5) District, regional, or BOCES—developed assessments | NCS D Developed Chemistry Assessment |
| Physics | 5) District, regional, or BOCES—developed assessments | NCS D Developed Physics Assessment |

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. | At the end of the year, each student will be given a final summative assessment to measure achievement. High School Science Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart |
|---|--|

| | |
|---|---|
| | attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%. |

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 | 5) District, regional, or BOCES—developed assessments | NCSD Developed Algebra 1 Assessment |
| Geometry | 5) District, regional, or BOCES—developed assessments | NCSD Developed Geometry Assessment |
| Algebra 2 | 5) District, regional, or BOCES—developed assessments | NCSD Developed Algebra 2 Assessment |

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. | At the end of the year, each student will be given a final summative assessment to measure achievement. High School Math Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
|---|---|

| | |
|---|---|
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 65% and 84%. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%. |

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 | NCS D Developed 9th Grade ELA Assessment |
| Grade 10 ELA | 5) District, regional, or BOCES-developed assessments | NCS D Developed 10th Grade ELA Assessment |
| Grade 11 ELA | 5) District, regional, or BOCES-developed assessments | NCS D Developed 11th Grade ELA Assessment |

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

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

| | |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | At the end of the year, each student will be given a final summative assessment to measure achievement. High School ELA Teachers will use the average of achievement scores on student's last benchmark of the year. HEDI points will be awarded according to the average of all of a teacher's last benchmark scores. See the explanation for locally developed controls. This number will be compared to the District HEDI chart attached to calculate a HEDI rating for each Teacher's local score. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls at 85% or above. |

| | |
|--|---|
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 16% and 64%. |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | The average of all of a teacher's summative assessments with the attendance adjustment falls between 0 and 15%. |

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

(No response)

3.13) HEDI Tables or Graphics

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

assets/survey-uploads/5139/177456-y92vNseFa4/NCSD HEDI Scoring Chart Final.xlsx

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.

Attendance will be used as our locally developed control. We will be using the NYSUT Option #1 for Weighting Scores for Attendance. The APPR team decided to use this control to balance the impact student attendance has on student achievement. Raw scores are adjusted by the indicated control in the aggregate before the HEDI scores are calculated. No students are excluded as part of the adjustment, and the District has worked to ensure an accurate attendance collection methodology is in place. A District committee (IAC/PDAC) is designated to oversee the implementation of this control and to mitigate any problematic incentives that may arise in this locally developed control. This committee membership includes members of the teacher's bargaining unit and administration. Note: In no case will a teacher's HEDI score be improved by more than 2 points as a result of the students' attendance 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.

There are no teachers with more than one locally selected 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 Saturday, September 15, 2012

Updated Friday, January 11, 2013

Page 1

4.1) Teacher Practice Rubric

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

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

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

NYSUT Teacher Practice Rubric (2012 Edition)

Not Applicable

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

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

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

The 2012 NYSUT Teacher Rubric will be used for the total 60 points. 36 points will be derived from Standards I - V. 24 points will be derived from Standards VI - VII. Not every indicator will necessarily be seen in every observation, but all observed indicators will be scored. Each year a mutually agreed upon committee (by the District and the teachers' bargaining unit) will determine which indicators will be the focus of the district.

All 60 points will be an accumulation of evidence and will be attributive to the NYSUT Teacher Practice Rubric. All elements will be rated 1-4 (HE= 4, E = 3, D = 2, I =1). The average of standards I-V will be calculated and weighted as 60% of the total score (36 points). The average of standards VI and VII will be calculated and weighted as 40% of the total score (24 points). These totals will be combined and then converted into one composite score using the attached chart. The attached chart will then be utilized to determine the HEDI rating. All rounding rules apply when converting the rubric score to a HEDI rating. We understand that final composite

scores must be a whole number.

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

assets/survey-uploads/5091/177478-eka9yMJ855/NYSUTScoringMethodology_2_1.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. | Using a conversion chart generated by the mutually agreed upon committee, the district will determine the number of points earned within each rating category. Point ranges are provided below. It will be possible to earn all points from 0-60. The maximum points allowed is 60. The top end, 60.25, will round down to 60. |
| Effective: Overall performance and results meet NYS Teaching Standards. | Using a conversion chart generated by the mutually agreed upon committee, the district will determine the number of points earned within each rating category. Point ranges are provided below. It will be possible to earn all points from 0-60. The maximum points allowed is 60. The top end, 60.25, will round down to 60. |
| Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards. | Using a conversion chart generated by the mutually agreed upon committee, the district will determine the number of points earned within each rating category. Point ranges are provided below. It will be possible to earn all points from 0-60. The maximum points allowed is 60. The top end, 60.25, will round down to 60. |
| Ineffective: Overall performance and results do not meet NYS Teaching Standards. | Using a conversion chart generated by the mutually agreed upon committee, the district will determine the number of points earned within each rating category. Point ranges are provided below. It will be possible to earn all points from 0-60. The maximum points allowed is 60. The top end, 60.25, will round down to 60. |

Provide the ranges for the 60-point scoring bands.

| | |
|------------------|---------|
| Highly Effective | 59-60 |
| Effective | 57-58.8 |
| Developing | 50-56.3 |
| Ineffective | 0-49 |

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

| | |
|---|---|
| 4.6) Observations of Probationary Teachers Formal/Long | 2 |
| 4.6) Observations of Probationary Teachers Informal/Short | 0 |
| 4.6) Observations of Probationary Teachers Enter Total | 2 |

By trained in-school peer teachers or other trained reviewers

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

Independent evaluators

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

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

-
- In Person
-

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

-
- Not Applicable
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

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

Independent evaluators

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

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

- In Person
-

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

- Not Applicable
-

5. Composite Scoring (Teachers)

Created Saturday, September 15, 2012

Updated Monday, December 17, 2012

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

| | |
|------------------|----------|
| Highly Effective | 59-60.25 |
| Effective | 57-58.8 |
| Developing | 50-56.3 |
| Ineffective | 0-49 |

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

Created Saturday, September 15, 2012

Updated Friday, January 11, 2013

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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/5265/177480-Df0w3Xx5v6/Norwich City School District Teacher Improvement Plan_3.docx

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Only a teacher who has received a Developing and/or Ineffective rating may file an appeal. Only the composite score may be appealed. Appeals must be filed with the lead evaluator within 10 school days from the receipt of the rating. The district has 10 school days from receipt of appeal to render a final decision. Appeal decisions are final and cannot be grieved. Final Appeals will be decided upon by the Superintendent or his/her designee. The APPR reading for the 2012-2013 school year will not be used toward 3020-a hearing.

This process will not be used for the purpose of an appeal of procedural aspects of the APPR process. If procedural aspects cannot be resolved, the teacher can grieve the alleged procedural violations as per the bargaining agreement. No procedural violations can be grieved in the 2012-2013 school year.

Two consecutive years cannot be interrupted by a building or subject change when considering a move toward 3020-a; consistent with education law 3012c.

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.

To certify all evaluators, evaluators will attend the Innovative Fund NYSUT Practice Rubric training. The content of this professional development will include the Required Elements of 30-2.9 for Lead Evaluator Certification:

- 1. NYS Teaching Standards and the ISLLC 2008 Leadership Standards*
 - 2. Evidence-based observation techniques*
 - 3. Application and use of the student growth and value-added growth model*
 - 4. Application and use of any assessment tools we intend to use*
 - 6. Application and use of any State-approved locally developed measures of student achievement we intend to use*
 - 7. Use of the Statewide Instructional Reporting System*
 - 8. The scoring methodology used by the department and/or our district*
 - 9. Specific considerations in evaluating teachers and principals of English Language Learners and Students with Disabilities*
- Lead evaluators will continue to attend professional development around inter-rater reliability and the collection and alignment of evidence. We anticipate 18 hours per year dedicated to training and recertification. We will seek to have this training provided by the Education and Learning Trust through NYSUT.*

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 Saturday, September 29, 2012

Updated Friday, January 11, 2013

Page 1

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

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

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

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):

| |
|---------------|
| 3-5 |
| 6-8 |
| 9-12 |
| (No response) |
| (No response) |
| (No response) |
| (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 |
|------------------------|--|---|
| K-2 | District, regional, or BOCES-developed | NCSD Developed K, 1st, 2nd Grade ELA and Math Assessments |
| | | |
| | | |
| | | |

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. | The K-2 Principal will use the aggregate results of the SLOs in the building to determine a HEDI rating. Principal will set targets based upon the data from the pre-assessments. These targets will be approved by the Superintendent. After the administration of the post-assessment, the Principal along with the Superintendent will calculate the success rate of students in this building meeting the targets. The attached HEDI scale will be used to determine a rating. |
| Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test). | 85% or more of the students in the building met their growth targets. |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test). | Between 65% and 85% of the students in the building met their growth targets. |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test). | Between 16% and 64% of the students in the building met their growth targets. |
| Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test). | 15% or less of the students in the building met their growth targets. |

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.

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 Saturday, September 29, 2012

Updated Friday, January 11, 2013

Page 1

Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

| Grade Configuration | Locally-Selected Measure from List of Approved Measures | Assessment |
|---------------------|---|--|
| 3-5 | (d) measures used by district for teacher evaluation | NCSD Developed 3rd-5th Grade ELA and Math Assessments |
| 6-8 | (d) measures used by district for teacher evaluation | NCSD Developed 6th-8th Grade ELA and Math Assessments |
| 9-12 | (h) students' progress toward graduation | Grade 9 10 ELA, Math, Science, and Social Studies credit |
| | | |
| | | |
| | | |
| | | |

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. | 3-8 Principals will use an average of all final summative assessments given in their buildings. This average will be used to determine success rate on the HEDI scale. The 9-12 Principal will use credit accumulation. Ex. If 65% of 9th and 10th grade students have the proper credits for advancement, then the HEDI rating would be Effective. The success rate for credit accumulation will be used to determine the HEDI score. |
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | For grades 9-12 85% or better of students in the building successfully met the threshold for credits accumulated needed for advancement. For grades 3-8 the average on the summative assessments is 85% or better. |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | For grades 9-12 between 65% and 84% of students in the building successfully met the threshold for credits accumulated needed for advancement. For grades 3-8 the average on the summative assessments is between 65% |

and 84%.

Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

For grades 9-12 between 16% and 64% of students in the building successfully met the threshold for credits accumulated needed for advancement. For grades 3-8 the average on the summative assessments is between 16% and 64%.

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

For grades 9-12 15% or fewer of students in the building successfully met the threshold for credits accumulated needed for advancement. For grades 3-8 the average on the summative assessments 15% or lower.

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

(No response)

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

[assets/survey-uploads/5366/184090-qBFVOWF7fC/NCSD HEDI Scoring Chart Final.xlsx](#)

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

In the table below, list all of the grade configurations 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 |
|---------------------|---|--|
| K-2 | (d) measures used by district for teacher evaluation | NCS D Developed K-2nd Grade ELA and Math Assessments |
| | | |
| | | |
| | | |
| | | |
| | | |

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 K-2 Principal will use an average of all final summative assessments given in their buildings. This average will be used to determine success rate on the HEDI scale. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | For grades K-2 the average on the summative assessments is 85% or better. |
| Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject. | For grades K-2 the average on the summative assessments is between 65% and 84%. |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | For grades K-2 the average on the summative assessments is between 16% and 64%. |

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

For grades K-2 the average on the summative assessments 15% or lower.

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.

assets/survey-uploads/5366/184090-T8MIGWUVm1/NCSD HEDI Scoring Chart Final.xlsx

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 will be used. NYSUT Option #1- Weighting Scores for Attendance will be used only in Teacher's Local Section (Task 3).

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 Saturday, September 29, 2012

Updated Friday, January 11, 2013

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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.

Multidimensional Principal Performance Rubric

(No response)

9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

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

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

| | |
|---|---------------|
| Principal Evaluation Tripod School Perception Survey (Combined Parent Survey) | (No response) |
| Principal Evaluation Tripod School Perception Survey (Combined Student Surveys) | (No response) |

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

The Multidimensional Rubric will be used to determine Principal effectiveness. All 60 points will come from the rubric. Each year the District and the Principals' bargaining unit will mutually agree upon the indicators of focus from the chosen rubric. Not every indicator will necessarily be seen in every evaluation, but all observed indicators will be scored. The rubric levels will be assigned points from 0-3: Highly Effective = 3, Effective = 2, Developing = 1, and Ineffective = 0. The final evaluation will use a calculation will be a percentage of how many points were earned from each indicator in comparison to how many points were possible. This percentage will be applied to calculate a score 0-60. For example, if a principal earns 21 out of a possible 45 points. This makes their score 46.6%. We will round up to 47%. We will round up on these calculations. Once a percentage is earned that percentage is applied to 60 to determine the number of points out of 60 scored by the principal. principal. It is understood that the final composite score must be a whole number and rounding will apply accordingly.

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

(No response)

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

| | |
|--|--|
| Highly Effective: Overall performance and results exceed standards. | The District will determine the number of points earned in each category. Point ranges are provided below. It will be possible to earn all points from 0-60. |
| Effective: Overall performance and results meet standards. | The District will determine the number of points earned in each category. Point ranges are provided below. It will be possible to earn all points from 0-60. |
| Developing: Overall performance and results need improvement in order to meet standards. | The District will determine the number of points earned in each category. Point ranges are provided below. It will be possible to earn all points from 0-60. |

Ineffective: Overall performance and results do not meet standards.

The District will determine the number of points earned in each category. Point ranges are provided below. It will be possible to earn all points from 0-60.

Please provide the locally-negotiated 60 point scoring bands.

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

9.8) School Visits

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

Probationary Principals

| | |
|----------------------------------|---|
| By supervisor | 4 |
| By trained administrator | 0 |
| By trained independent evaluator | 0 |
| Enter Total | 4 |

Tenured Principals

| | |
|----------------------------------|---|
| By supervisor | 4 |
| By trained administrator | 0 |
| By trained independent evaluator | 0 |
| Enter Total | 4 |

10. Composite Scoring (Principals)

Created Monday, October 01, 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 growth or achievement for grade/subject.

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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

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

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Saturday, September 29, 2012

Updated Friday, January 11, 2013

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in 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/5276/184096-Df0w3Xx5v6/Principal Improvement Plan.docx](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals must be conducted following the regulations in Section 3012-c of the Education Law. Only a tenured building principal who has received a Developing and/or Ineffective ratings may file an appeal. Appeals must be filed with the Superintendent within 30 calendar days of the receipt of rating. The burden of proof shall be on the District to establish by the preponderance of the evidence that the rating given to the appellant was justified.

Appeals will be decided upon by a mutually agreed upon panel of 3 members. Panel members may be selected from the following

groups:

- BOCES Support Services Coordinators or Directors
- Building Principals from a DCMO BOCES Component Districts
- Superintendent from a DCMO BOCES Component District
- SESIS staff
- Other Mutually Agreed Upon Members

The District will have 45 calendar days from receipt of appeal to render a final decision. This timeline includes the selection of the Appeals Panel. Appeal decisions are final and cannot be grieved.

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 "lead evaluator" is the Superintendent who is solely responsible for the building principal's evaluation.

All lead evaluators of principals shall successfully complete a training course that meets the minimum requirements prescribed in Chapter 103 and Section 30-2.9 of the regulations there under. Such training shall annual and shall include the application and use of the State-approved principal practice rubric(s) selected by the District for use in evaluations.

The content of professional development will include the Required Elements of 30-2.9 for Lead Evaluator Certification:

1. NYS Teaching Standards and the ISLLC 2008 Leadership Standards
2. Evidence-based observation techniques
3. Application and use of the student growth and value-added growth model
4. Application and use of any assessment tools we intend to use
5. Application and use of any State-approved locally developed measures of student achievement we intend to use
6. Use of the Statewide Instructional Reporting System
7. The Scoring methodology used by the department and/or our district
8. Specific considerations in evaluating teachers and principals of English Language Learners and Students with Disabilities

Once lead evaluator of principals has successfully completed a training course meeting the minimum requirements prescribed in the law and regulations, he/she shall provide documentation of completion of said certification on an annual basis.

Lead evaluators of principals will continue to attend professional development around inter-rater reliability and the collection and alignment of evidence. We anticipate 18 hours per year dedicated to training and recertification We will see to have this training provided by our local BOCES.

The Superintendent may conduct principal observations or school visits as part of this APPR prior to completion of training provided such training is successfully completed before completion of the evaluation.

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 Saturday, September 29, 2012

Updated Saturday, January 12, 2013

Page 1

12.1) Upload the Joint Certification of the APPR Plan

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

[assets/survey-uploads/5581/184086-3Uqgn5g9Iu/District Certification Form Norwich CSD.pdf](assets/survey-uploads/5581/184086-3Uqgn5g9Iu/District%20Certification%20Form%20Norwich%20CSD.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.

Norwich City School District HEDI Scoring

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | Ineffective | | | |
|------------------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|-------|------|-----|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-96 | 95-91 | 90-85 | 84-83 | 82-81 | 80-79 | 78-76 | 75-73 | 72-71 | 70-69 | 68-67 | 66-65 | 64-58 | 57-45 | 44-38 | 37-29 | 28-20 | 19-16 | 15-11 | 10-6 | 5-0 |

For Teachers in Grades for which there is an approved Value-Added Measure

| Highly Effective | | Effective | | | | | | Developing | | | | | Ineffective | | |
|------------------|-------|-----------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|------|-----|
| 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-93 | 92-85 | 84-82 | 81-79 | 78-76 | 75-73 | 72-70 | 69-65 | 64-57 | 56-49 | 48-41 | 40-33 | 32-25 | 24-17 | 16-9 | 8-0 |

Option #1- Weighting Scores for Attendance - Used only in Teacher's Local Section (Task 3)

NYSUT, in consultation with researchers, have developed the following methodology for adjusting teacher scores based on student attendance:

The steps are:

1. Multiply each students' assessment score (Xi) by the number of days they were in attendance (Wi)
2. Sum step 1 scores for an all student number (sum of Xi*Wi)
3. Sum all days attended by student group (sum Wi)
4. Divide step 2 by step 3 (Sum of Xi*Wi)/(Sum of Wi)

The following is an example:

| Student # | Days of Attendance (Wi) | Score (Xi) | Calculation (Xi*Wi) (Step 1) | Result of Step 1 |
|---------------|-------------------------|------------|------------------------------|------------------|
| 1 | 175 | 98 | 98*175 | 17150 |
| 2 | 100 | 94 | 94*100 | 9400 |
| 3 | 75 | 72 | 72*75 | 5400 |
| 4 | 50 | 50 | 50*50 | 2500 |
| 5 | 150 | 86 | 86*150 | 12900 |
| Sum | 550 (Step 3) | 400 | | 47350 (Step 2) |
| Average Score | | 400/5=80 | | |

Weighted Average

$$47350/550=86.09 \text{ (Step 4)}$$

The average score for these 5 students would be 80 the score that has been adjusted, or weighted, based on the number of days each student was in attendance is 86.

Norwich City School District HEDI Scoring

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | Ineffective | | | |
|------------------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|-------|------|-----|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-96 | 95-91 | 90-85 | 84-83 | 82-81 | 80-79 | 78-76 | 75-73 | 72-71 | 70-69 | 68-67 | 66-65 | 64-58 | 57-45 | 44-38 | 37-29 | 28-20 | 19-16 | 15-11 | 10-6 | 5-0 |

For Teachers in Grades for which there is an approved Value-Added Measure

| Highly Effective | | Effective | | | | | | Developing | | | | | Ineffective | | |
|------------------|-------|-----------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|------|-----|
| 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-93 | 92-85 | 84-82 | 81-79 | 78-76 | 75-73 | 72-70 | 69-65 | 64-57 | 56-49 | 48-41 | 40-33 | 32-25 | 24-17 | 16-9 | 8-0 |

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Norwich City School District HEDI Scoring

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | Ineffective | | | |
|------------------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|-------|------|-----|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-96 | 95-91 | 90-85 | 84-83 | 82-81 | 80-79 | 78-76 | 75-73 | 72-71 | 70-69 | 68-67 | 66-65 | 64-58 | 57-45 | 44-38 | 37-29 | 28-20 | 19-16 | 15-11 | 10-6 | 5-0 |

For Teachers in Grades for which there is an approved Value-Added Measure

| Highly Effective | | Effective | | | | | | Developing | | | | | Ineffective | | |
|------------------|-------|-----------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|------|-----|
| 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-93 | 92-85 | 84-82 | 81-79 | 78-76 | 75-73 | 72-70 | 69-65 | 64-57 | 56-49 | 48-41 | 40-33 | 32-25 | 24-17 | 16-9 | 8-0 |

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Rubric Score to Sub-Component Conversion Chart

| Total Average Rubric Score | Category | Conversion score for composite |
|----------------------------|----------|--------------------------------|
| Ineffective 0-49 | | |
| 1.000 | | 0 |
| 1.008 | | 1 |
| 1.017 | | 2 |
| 1.025 | | 3 |
| 1.033 | | 4 |
| 1.042 | | 5 |
| 1.050 | | 6 |
| 1.058 | | 7 |
| 1.067 | | 8 |
| 1.075 | | 9 |
| 1.083 | | 10 |
| 1.092 | | 11 |
| 1.100 | | 12 |
| 1.108 | | 13 |
| 1.115 | | 14 |
| 1.123 | | 15 |
| 1.131 | | 16 |
| 1.138 | | 17 |
| 1.146 | | 18 |
| 1.154 | | 19 |
| 1.162 | | 20 |
| 1.169 | | 21 |
| 1.177 | | 22 |
| 1.185 | | 23 |
| 1.192 | | 24 |
| 1.200 | | 25 |
| 1.208 | | 26 |
| 1.217 | | 27 |
| 1.225 | | 28 |
| 1.233 | | 29 |
| 1.242 | | 30 |
| 1.250 | | 31 |
| 1.258 | | 32 |
| 1.267 | | 33 |
| 1.275 | | 34 |
| 1.283 | | 35 |
| 1.292 | | 36 |
| 1.300 | | 37 |
| 1.308 | | 38 |
| 1.317 | | 39 |
| 1.325 | | 40 |
| 1.333 | | 41 |
| 1.342 | | 42 |
| 1.350 | | 43 |
| 1.358 | | 44 |
| 1.367 | | 45 |
| 1.375 | | 46 |

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

Norwich City School District Teacher Improvement Plan (TIP)

Purpose: Improvement plans are developed to help teachers focus on area(s) where they need extra assistance in order to improve professional practice. Assistance and support should be provided from the first indication of difficulty. The TIP must be implemented according to Commissioner's regulations after the first Summative Evaluation rating of "Developing" or "Ineffective."

A Teacher Improvement Plan (TIP) will define:

- specific standards-based goals that a teacher must make progress toward attaining,
- a timeline for achieving improvement,
- the manner in which improvement will be assessed,
- and activities to support improvement in these areas.

Process: An Improvement plan shall be developed by the evaluator when:

- A teacher's performance on the overall Summative Evaluation form is rated as "Developing" or "Ineffective."
- The teacher and evaluator will collaboratively finalize the plan.

Norwich City School District Teacher Improvement Plan (TIP)

Teacher: _____

Composite Score: _____

Subject/Grade Level: _____

Score Breakdown: _____

Administrator: _____

| Standards/Indicators Chosen for Further Development | Action(s) to be Taken | Administrator's Responsibilities | Teacher's Responsibilities | Timelines for Progress | Indicators of Success | Progress Made and Documented (Meeting Notes, Document Reviews, Dates) | Teacher Comments |
|---|-----------------------|----------------------------------|----------------------------|------------------------|-----------------------|---|------------------|
| | | | | | | | |

Administrator's Signature: _____

Date: _____

Teacher's Signature: _____

Date: _____

Representative/Witness Signature: _____

Date: _____

Or Teacher's Signature Waiving Representation: _____

Date: _____

Results of TIP

- Teacher has met the goals of the Teacher Improvement Plan.
- Teacher has not met the goals of the Teacher Improvement Plan.

Administrator's Signature: _____

Date: _____

Teacher's Signature: _____

Date: _____

Teacher's signature does not constitute agreement but merely signifies s/he has examined and discussed the materials with the administrator. Teachers shall have the right to insert written explanation or response to written feedback within 10 days, which may be considered during the Appeals process.

Norwich City School District HEDI Scoring

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | Ineffective | | | |
|------------------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|-------|------|-----|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-96 | 95-91 | 90-85 | 84-83 | 82-81 | 80-79 | 78-76 | 75-73 | 72-71 | 70-69 | 68-67 | 66-65 | 64-58 | 57-45 | 44-38 | 37-29 | 28-20 | 19-16 | 15-11 | 10-6 | 5-0 |

For Teachers in Grades for which there is an approved Value-Added Measure

| Highly Effective | | Effective | | | | | | Developing | | | | | Ineffective | | |
|------------------|-------|-----------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|------|-----|
| 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-93 | 92-85 | 84-82 | 81-79 | 78-76 | 75-73 | 72-70 | 69-65 | 64-57 | 56-49 | 48-41 | 40-33 | 32-25 | 24-17 | 16-9 | 8-0 |

Option #1- Weighting Scores for Attendance - Used only in Teacher's Local Section (Task 3)

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Norwich City School District HEDI Scoring

| Highly Effective | | | Effective | | | | | | | | | Developing | | | | | Ineffective | | | |
|------------------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|-------|------|-----|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 100-96 | 95-91 | 90-85 | 84-83 | 82-81 | 80-79 | 78-76 | 75-73 | 72-71 | 70-69 | 68-67 | 66-65 | 64-58 | 57-45 | 44-38 | 37-29 | 28-20 | 19-16 | 15-11 | 10-6 | 5-0 |

For Teachers in Grades for which there is an approved Value-Added Measure

| Highly Effective | | Effective | | | | | | Developing | | | | | Ineffective | | |
|------------------|-------|-----------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|------|-----|
| 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
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|------------------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|-------|------|-----|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
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For Teachers in Grades for which there is an approved Value-Added Measure

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|------------------|-------|-----------|-------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------------|------|-----|
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Weighted Average

$$47350/550=86.09 \text{ (Step 4)}$$

The average score for these 5 students would be 80 the score that has been adjusted, or weighted, based on the number of days each student was in attendance is 86.

Principal Improvement Plan (PIP)

Principal: _____

Composite Score: _____

Building: _____

Score Breakdown: State _____ Local _____ Other _____

| Standards/Indicators Chosen for Further Development | Action(s) to be Taken | Principal's Responsibilities | Superintendent's Responsibilities | Timeline for Progress | Indicators of Success | Principal's Comments | Meeting Notes & Dates |
|---|-----------------------|------------------------------|-----------------------------------|-----------------------|-----------------------|----------------------|-----------------------|
| | | | | | | | |

Principal's Signature: _____

Date: _____

Superintendent's Signature: _____

Date: _____

Representative/Witness Signature: _____

Date: _____

or Principal's Signature Waiving Representation: _____

Date: _____

- Principal has successfully met the goals identified through the PIP.
- Principal has not successfully met the goals identified through the PIP.

Superintendent's Signature: _____

Date: _____

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

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

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

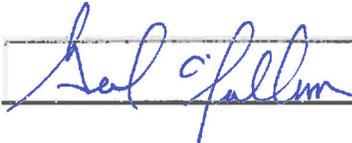
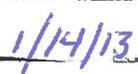
The school district or BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to their APPR Plan:

- 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)

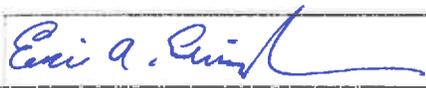
- Assure that, if more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that, if more than one type of locally-selected measure is used for principals 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

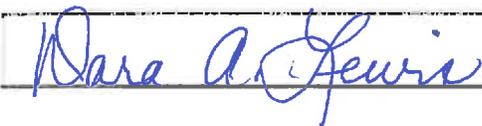
Superintendent Signature: Date:

Teachers Union President Signature: Date: 1/14/13



Administrative Union President Signature: Date: 1/14/13



Board of Education President Signature: Date: 1/14/13

