



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

Acting Commissioner of Education
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March 27, 2015

Revised

Raymond Sanchez, Superintendent
Ossining Union Free School District
190 Croton Ave.
Ossining, NY 10562

Dear Superintendent Sanchez:

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

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

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

Thank you again for your hard work.

Sincerely,

Elizabeth R. Berlin
Acting Commissioner

Attachment

c: James T. Langlois

NOTE:

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

Annual Professional Performance Reviews

Created Tuesday, April 30, 2013

Updated Sunday, August 10, 2014

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 661401030000

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

661401030000

1.2) School District Name: OSSINING UFSD

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

OSSINING UFSD

1.3) Assurances

Please check all of the boxes below:

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

1.4) Submission Status

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

Submission of material changes to an approved APPR plan

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

Created Tuesday, April 30, 2013

Updated Thursday, February 19, 2015

Page 1

STATE-PROVIDED MEASURES OF STUDENT GROWTH (25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

State assessments, required if one exists

List of State-approved 3rd party assessments

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Grade K Ossining Developed ELA Assessment
1	District, regional, or BOCES-developed assessment	Grade 1 Ossining Developed ELA Assessment
2	District, regional, or BOCES-developed assessment	Grade 2 Ossining Developed ELA Assessment

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	85% of the students achieve or exceed the tiered target determined in the Student Learning Objective. Below is the Point distribution: 20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or

exceed target

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

75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

17:83-84% of students meet or exceed target 16:82% of students meet or exceed target

15:81% of students meet or exceed target

14:80% of students meet or exceed target

13:79% of students meet or exceed target

12:78% of students meet or exceed target

11:77% of students meet or exceed target

10:76% of students meet or exceed target

9:75% of students meet or exceed target

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

60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

8:73-74% of students meet or exceed target

7:70-72% of students meet or exceed target

6:67-69% of students meet or exceed target

5:64-66% of students meet or exceed target

4:62-63% of students meet or exceed target

3:60-61% of students meet or exceed target

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

Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

2:55-59% of students meet or exceed target

1:50-54% of students meet or exceed target

0:0-49% of students meet or exceed target

2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	K - Ossining Developed Math Assessment
1	District, regional, or BOCES-developed assessment	Grade 1 Ossining Developed Math Assessment
2	District, regional, or BOCES-developed assessment	Grade 2 Ossining Developed Math Assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	85% of the students achieve or exceed the tiered target determined in the Student Learning Objective. 20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective. 17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective. Point Distribution: 8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective. Point Distribution: 2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	Science Ossining Grade 6 Assessment
7	District, regional or BOCES-developed assessment	Science Ossining Grade 7 Assessment
8	State assessment	8th Grade State Science Assessment

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.</p>	<p>The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20.</p>
<p>Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).</p>	<p>85% of the students achieve or exceed the tiered target determined in the Student Learning Objective</p> <p>20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective.</p> <p>17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective.</p> <p>Point Distribution: 8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective.</p> <p>Point Distribution: 2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:49% of students meet or exceed target</p>

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	Grade 6 - Social Studies -Ossining School District Developed Assessment -6
7	District, regional or BOCES-developed assessment	Grade 7 - Social Studies -Ossining School District - Ossining Developed Assessment -7

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	<p>85% of the students achieve or exceed the tiered target determined in the Student Learning Objective</p> <p>20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target</p>
Effective (9 - 17 points) Results meet District goals for similar students.	<p>75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective.</p> <p>17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target</p>
Developing (3 - 8 points) Results are below District goals for similar students.	<p>60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective.</p> <p>Point Distribution: 8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target</p>
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	<p>Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective.</p> <p>Point Distribution: 2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target</p>

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	School-/BOCES-wide group/team results based on State assessments	Global Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20. For Global 1 using a school-wide measure, a HEDI will be awarded based on the school-wide percentage of students meeting their growth targets.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% of the students achieve or exceed the tiered target determined in the Student Learning Objective 20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District goals for similar students.	75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective. 17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District goals for similar students.	60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective. Point Distribution: 8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective. Point Distribution:

2:55-59% of students meet or exceed target
 1:50-54% of students meet or exceed target
 0:0-49% of students meet or exceed target

2.7) High School Science Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% of the students achieve or exceed the tiered target determined in the Student Learning Objective 20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District goals for similar students.	75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective. 17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District goals for similar students.	60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective. Point Distribution: 8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target

4:62-63% of students meet or exceed target

3:60-61% of students meet or exceed target

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

Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

2:55-59% of students meet or exceed target

1:50-54% of students meet or exceed target

0:0-49% of students meet or exceed target

2.8) High School Math Regents Courses

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

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

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

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

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

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

The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20. When both the Common Core Regents and the 2005 Standard Regents are offered the District will administer both exams but will administer the Common Core Regents per NYS Guidelines. When students take a Common Core Exams and a 2005 Standards Regents exam for the same course the higher of the two scores will be used for APPR so along as allowed by SED.

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

85% of the students achieve or exceed the tiered target determined in the Student Learning Objective

20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target

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

75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

17:83-84% of students meet or exceed target 16:82% of students meet or exceed target

15:81% of students meet or exceed target

14:80% of students meet or exceed target

13:79% of students meet or exceed target
 12:78% of students meet or exceed target
 11:77% of students meet or exceed target
 10:76% of students meet or exceed target
 9:75% of students meet or exceed target

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

60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

8:73-74% of students meet or exceed target
 7:70-72% of students meet or exceed target
 6:67-69% of students meet or exceed target
 5:64-66% of students meet or exceed target
 4:62-63% of students meet or exceed target
 3:60-61% of students meet or exceed target

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

Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

2:55-59% of students meet or exceed target
 1:50-54% of students meet or exceed target
 0:0-49% of students meet or exceed target

2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	District, regional or BOCES-developed assessment	Ossining Grade 9 - ELA -District Developed Assessment
Grade 10 ELA	Regents assessment	Common Core ELA Regents
Grade 11 ELA	District, regional or BOCES-developed assessment	Ossining Grade 11 - ELA - District Developed Assessment

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

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

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

The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20.

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

85% of the students achieve or exceed the tiered target determined in the Student Learning Objective

20: 95-100% of students meet or exceed target
 19: 90-94% of students meet or exceed target
 18: 85-89% of students meet or exceed target

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

75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

17:83-84% of students meet or exceed target
 16:82% of students meet or exceed target
 15:81% of students meet or exceed target
 14:80% of students meet or exceed target
 13:79% of students meet or exceed target
 12:78% of students meet or exceed target
 11:77% of students meet or exceed target
 10:76% of students meet or exceed target
 9:75% of students meet or exceed target

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

60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

8:73-74% of students meet or exceed target
 7:70-72% of students meet or exceed target
 6:67-69% of students meet or exceed target
 5:64-66% of students meet or exceed target
 4:62-63% of students meet or exceed target
 3:60-61% of students meet or exceed target

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

Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

2:55-59% of students meet or exceed target
 1:50-54% of students meet or exceed target
 0:0-49% of students meet or exceed target

2.10) All Other Courses

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

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

Course(s) or Subject(s)	Option	Assessment
All other K-2 Elementary staff, except Physical Education and Cultural Arts	Grades K-2: 3rd party non-“traditional standardized” assessment that meets NYSED guidance requirements	AIMS Web ELA
Physical Education	District, Regional or BOCES-developed	Grade Specific (K-12) Physical education Ossining Developed Assessment - Physical Education
Cultural Arts	District, Regional or BOCES-developed	Ossining School District - Grade Specific (K-12) Cultural Arts Locally Developed Assessment - Cultural Arts

Technology	District, Regional or BOCES-developed	Grade 6-8 -Ossining Schools District- Locally Developed Technology
Home and Careers	District, Regional or BOCES-developed	Grade 6-8 Ossining Developed Home and Careers Assessment
All other K-2 Elementary staff, except Physical Education and Cultural Arts	Grades K-2: 3rd party non-“traditional standardized” assessment that meets NYSED guidance requirements	Ossining Developed Math Assessment
All other non-regents Math teachers HS	District, Regional or BOCES-developed	Ossining Developed Math Assessments - High School Grade 9-12
All other non-Regents English teachers - High School	District, Regional or BOCES-developed	English Ossining Developed Assesmenet Grade 9-12
All other non-Regents Science Teachers - High School	District, Regional or BOCES-developed	Science Ossining Developed Assesmenet Grade 9-12
All other non-Regents Social Studies teachers High School	District, Regional or BOCES-developed	Social Studies Ossining Developed Assesmenet Grade 9-12
All World Language Non-Regents High School	District, Regional or BOCES-developed	World Language Ossining Developed Assesmenet Grade 9-12
High School Business	District, Regional or BOCES-developed	HS Business Ossining Developed Assessment Grade 9-12
Middle School and High School ESL	State Assessment	NYSESLAT Grades 6-12
Middle School Home and Careers	District, Regional or BOCES-developed	Home and Careers Ossining-Developed Assessment
Middle School Technology	District, Regional or BOCES-developed	Technology Ossining Developed Assessment Grades 6-8
Middle and High School Health	District, Regional or BOCES-developed	Ossining developed Health Assessment Grades 6-12
High School Geometry	District, Regional or BOCES-developed	Ossining developed Geometry Assessment
All teachers with students that are alternatively assessed	State Assessment	NYSAA

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The district will use historical and pre-assessment baseline data to establish tiered student growth targets. Targets will be set by teachers and approved by principals. The percentage of students meeting or exceeding their tiered targets will result in a HEDI score from 0-20.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	85% of the students achieve or exceed the tiered target determined in the Student Learning Objective 20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District goals for similar students.	75% - 84% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

17:83-84% of students meet or exceed target
16:82% of students meet or exceed target
15:81% of students meet or exceed target
14:80% of students meet or exceed target
13:79% of students meet or exceed target
12:78% of students meet or exceed target
11:77% of students meet or exceed target
10:76% of students meet or exceed target
9:75% of students meet or exceed target

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

60% - 74% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

8:73-74% of students meet or exceed target
7:70-72% of students meet or exceed target
6:67-69% of students meet or exceed target
5:64-66% of students meet or exceed target
4:62-63% of students meet or exceed target
3:60-61% of students meet or exceed target

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

Below 60% of the students achieve or exceed the tiered target determined in the Student Learning Objective.

Point Distribution:

2:55-59% of students meet or exceed target
1:50-54% of students meet or exceed target
0:0-49% of students meet or exceed target

If you need additional space, upload a copy of "Form 2.10: All Other Courses" as an attachment for review. Click here for a downloadable copy of Form 2.10. (MS Word)

(No response)

2.11) HEDI Tables or Graphics

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

assets/survey-uploads/5364/142941-TXEttx9bQW/HEDICRITERIA[1].docx

2.12) Locally Developed Controls

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

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

NA.

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

Created Tuesday, April 30, 2013

Updated Thursday, February 19, 2015

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	Grade 4 Ossining ELA Developed Assessment
5	6(ii) School wide measure computed locally	Grade 5 Ossining ELA Developed Assessment
6	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments
7	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments
8	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.</p>	<p>The locally selected measure will be determined by the teacher and principal for grades 4 - 8. Grades 6-8 will use the NYS ELA and Mathematics Assessment. Both assessments are aligned with the Common Core State Standards.</p> <p>Grades 4 and 5 teacher scores will be based upon the school-wide percentage of students who meet or exceed the their individual student growth targets will correspond to the 0-15 HEDI Scale. Teacher and Principal will determine the targets using Pre-Assessment data. Based on the overall school-wide</p>
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percentage of students who meet or exceed their individual growth target a 0-15 HEDI score will be determined using the conversion chart listed below. All targets will be approved by Principals.

As per the NYS Education regulations, the 6th, 7th and 8th grade teacher scores will be based upon the degree to which students' meet or exceed the the locally determined student proficiency targets (level 3 or higher) . Historical data will be used is setting the targets.

The overall percent of school-wide students who meet or exceed the proficiency target in ELA and Math will result in a score from 0-15. Administrators will assign points in accordance with the District HEDI criteria.

20 point scale provided in 3.4 will be used until Value Added is implemented.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	15: 92-100% of students meet or exceed target 14: 85-91% of students meet or exceed target
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	13: 82-84% of students meet or exceed target 12: 80-81% of students meet or exceed target 11: 79% of students meet or exceed target 10: 77-78% of students meet or exceed target 9: 75-76% of students meet or exceed target 8: 73-74% of students meet or exceed target
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	7: 70-72% of students meet or exceed target 6: 67-69% of students meet or exceed target 5: 64-66% of students meet or exceed target 4: 62-63% of students meet or exceed target 3: 60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	Grade 4 Ossining Locally Developed ELA Assessment
5	6(ii) School wide measure computed locally	Grade 5 Ossining Locally Developed ELA Assessment
6	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments
7	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments
8	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.</p>	<p>The locally selected measure will be determined by the teacher and principal for grades 4 - 8. Grades 6-8 will use the NYS ELA and Mathematics Assessment. Both assessments are aligned with the Common Core State Standards. All targets will be approved by Principals.</p> <p>Grades 4 and 5 teacher scores will be based upon the school-wide percentage of students who meet or exceed their individual student growth targets will correspond to the 0-15 HEDI Scale. Teacher and Principal will determine the targets using Pre-Assessment data. Based on the overall school-wide percentage of students who meet or exceed their individual growth target a 0-15 HEDI score will be determined using the conversion chart listed below.</p> <p>As per the NYS Education regulations, the 6th, 7th and 8th grade teacher scores will be based upon the degree to which students' meet or exceed the the locally determined student proficiency targets (level 3 or higher) . Historical data will be used is setting the targets.</p> <p>The overall percent of school-wide students who meet or exceed the proficiency target in ELA and Math will result in a score from 0-15. Administrators will assign points in accordance with the District HEDI criteria.</p> <p>20 point scale provided in 3.4 will be used until Value Added is implemented.</p>
<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>15: 92-100% of students meet or exceed target 14: 85-91% of students meet or exceed target</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>13: 82-84% of students meet or exceed target 12: 80-81% of students meet or exceed target 11: 79% of students meet or exceed target 10: 77-78% of students meet or exceed target 9: 75-76% of students meet or exceed target 8: 73-74% of students meet or exceed target</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>7: 70-72% of students meet or exceed target 6: 67-69% of students meet or exceed target 5: 64-66% of students meet or exceed target 4: 62-63% of students meet or exceed target 3: 60-61% of students meet or exceed target</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>2: 55-59% of students meet or exceed target 1: 50-54% of students meet or exceed target 0: 0-49% of students meet or exceed target</p>

3.3) HEDI Tables or Graphics

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

(No response)

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

3.4) Grades K-3 ELA

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

Locally-Selected Measure from List of Approved Measures

Assessment

K	6(ii) School-wide measure computed locally	grade K Ossining locally developed ELA Assessment
1	6(ii) School-wide measure computed locally	grade 1 Ossining locally developed ELA Assessment
2	6(ii) School-wide measure computed locally	grade 2 Ossining locally developed ELA Assessment
3	6(ii) School-wide measure computed locally	grade 3 Ossining locally developed 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.	Grades K-3 ELA teacher's HEDI score will be based on the percent of school-wide students that meet or exceed their individual student growth targets. The teacher and principal will meet to determine these targets using prior academic data. The process to determine the teacher's HEDI score be based on the school-wide percent of students that meet or exceed their target in ELA for the specific grade level. Based on these results, a HEDI score will be determined. All targets will be approved by Principals.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.5) Grades K-3 Math

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Grades K-3 Math teacher's HEDI score will be based on the percent of school-wide students that meet or exceed their individual student growth targets. The teacher and principal will meet to determine these targets using prior academic data. The process to determine the teacher's HEDI score be based on the average percent of students that meet or exceed their target in ELA for the specific grade level. Based on these results, a HEDI score will be determined. And the percentages for each subject will averaged to determine the number of students meeting or exceed the HEDI targets. All targets will be approved by Principals.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	ELA and Math State Assessment Grade 6-8
7	6(ii) School wide measure computed locally	ELA and Math State Assessment Grade 6-8
8	6(ii) School wide measure computed locally	ELA and Math State Assessment Grade 6-8

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.	<p>The locally selected measure of student achievement is the NYS ELA and Math Assessments (6-8). It is aligned with the Common Core State Standards. As per the NYS Education regulations, teacher scores will be based upon the degree to which students' achievement goals were attained. The locally selected measure will assess the most important learning for the semester/year. The achievement level will be determined using historical data. Based on the school-wide percentage of students that meet the locally determined achievement target (level 3 or higher), a corresponding HEDI score (0-20) will be determined using the conversion chart listed below.</p> <p>Administrators will assign points in accordance with the District HEDI criteria.</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20:95-100% of students meet or exceed target 19:90-94% of students meet or exceed target 18:85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessment
7	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments
8	6(ii) School wide measure computed locally	ELA and Math Grade 6-8: NYS Assessments

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.	<p>The locally selected measure of student achievement is the NYS ELA and Math Assessments (6-8). It is aligned with the Common Core State Standards. As per the NYS Education regulations, teacher scores will be based upon the degree to which students' achievement goals were attained.</p> <p>The locally selected measure will assess the most important learning for the semester/year. The achievement level will be determined using historical data. Based on the school-wide percentage of students that meet the locally determined achievement target (level 3 or higher), a corresponding HEDI score (0-20) will be determined using the conversion chart listed below.</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20:95-100% of students meet or exceed target 19:90-94% of students meet or exceed target 18:85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	Global Regents
Global 2	6(ii) School wide measure computed locally	Global Regents
American History	6(ii) School wide measure computed locally	US History Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The achievement target will be locally determined, set by teachers with principal approval. A 0-20 HEDI score will be awarded based on the school-wide percentage of students meeting or exceeding the achievement target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20:95-100% of students meet or exceed target 19:90-94% of students meet or exceed target 18:85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.9) High School Science

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The achievement target will be locally determined, set by teachers with principal approval. A 0-20 HEDI score will be awarded based on the school-wide percentage of students meeting or exceeding the achievement target.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20:95-100% of students meet or exceed target 19:90-94% of students meet or exceed target 18:85-89% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.10) High School Math

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

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The achievement target will be locally determined, set by teachers with principal approval. A 0-20 HEDI score will be awarded based on the school-wide percentage of students meeting or exceeding the achievement target. When both the Common Core Regents and the 2005 Standard Regents are offered the District will administer both exams but will administer the Common Core Regents per NYS Guidelines. When students take a Common Core Exams and a 2005 Standards Regents exam for the same course the higher of the two scores will be used for APPR so along as allowed by SED.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20:95-100% of students meet or exceed target 19:90-94% of students meet or exceed target 18:85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	ELA 9 Ossining Developed Assessment
Grade 10 ELA	6(ii) School wide measure computed locally	Common Core English Regents
Grade 11 ELA	6(ii) School wide measure computed locally	ELA 11 Ossining Developed 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.

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The achievement target will be locally determined, set by teachers with principal approval. A 0-20 HEDI score will be awarded based on the school-wide percentage of students meeting or exceeding the achievement target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20:95-100% of students meet or exceed target 19:90-94% of students meet or exceed target 18:85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

3.12) All Other Courses

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

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

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
All HS ESL	6(ii) School wide measure computed locally	Ossining ESL District Developed Assessments
All other Elementary Teachers	6(ii) School wide measure computed locally	i-ready: ELA
All Other Middle School Staff	6(ii) School wide measure computed locally	6-8 NYS State ELA and Math Assessment
All other non-Regents Math Teachers - High School	6(ii) School wide measure computed locally	Ossining Locally Developed Math Assessments HS Grades 9-12
All other non-Regents English teachers - High School	6(ii) School wide measure computed locally	Ossining Locally developed ELA Assessments HS Grades 9-12
All other non-Regents Science Teachers - High School	6(ii) School wide measure computed locally	Ossining Locally developed Science Assessments HS Grades 9-12
All other non-Regents Social Studies teachers- High School	6(ii) School wide measure computed locally	Ossining Locally developed Social Studies Assessments HS Grades 9-12

High School Cultural Arts	6(ii) School wide measure computed locally	Ossining Cultural Arts District Developed Assessments Grades 9-12
High School Physical education	6(ii) School wide measure computed locally	Ossining Developed District Assessments for Physical education Grades 9-12
All High School World Language Teachers	6(ii) School wide measure computed locally	World Language Ossining Locally Developed Assessments - Ossining
Business	6(ii) School wide measure computed locally	Business Ossining Locally developed Assessment - Ossining
All teachers of students that are alternatively assessed	6(ii) School wide measure computed locally	NYSAA

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The achievement target will be locally determined, set by teachers with principal approval. A 0-20 HEDI score will be awarded based on the school-wide percentage of students meeting or exceeding the achievement target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	20:95-100% of students meet or exceed target 19:90-94% of students meet or exceed target 18:85-89% of students meet or exceed target
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

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

(No response)

3.13) HEDI Tables or Graphics

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

(No response)

3.14) Locally Developed Controls

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

(No response)

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.

Measurements will be proportionately weighted based on the number of students in each measure.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

Created Tuesday, April 30, 2013

Updated Thursday, February 19, 2015

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.)

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

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

4.2) Points Within Other Measures

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

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	60
One or more observation(s) by trained independent evaluators	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, label accordingly, and combine them into a single file, and upload as an attachment for review. Click here for a downloadable copy of Form 4.2. (MS Word)

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

[SurveyTools.0] Tripod Early Elementary Student Perception Survey K-2	(No response)
[SurveyTools.1] Tripod Elementary Student Perception Survey 3-5	(No response)
[SurveyTools.2] Tripod Secondary Student Perception Survey	(No response)
[SurveyTools.3] District Variance	(No response)
[SurveyTools.4] My Student Survey, LLC's Survey of Teacher Practice (STeP) survey for use in grades 3-12	(No response)

4.4) Assurances

Please check all of the boxes below:

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.

60 points (60% of the total 100 points) will be based on multiple observations and collection of evidence utilizing the Framework for Teaching Rubric created by Charlotte Danielson (2011 revised edition). These observations will occur throughout the year. At least one of the visits will be unannounced.

Each teacher will receive a rating from 1 (lowest) - 4 (highest) for each component in the four Danielson Domains. An average of all the scores of all observations will lead to an overall numerical rating from 1 to 4. This rating will be converted to a score out of 60 points. The conversion chart is noted below.

Administrators will assign points in accordance with the District HEDI criteria.

Below are the District's HEDI Bands:

H=59-60
E=57-58
D=50-56
I=0-49

Below is the Conversion Chart for the Rubric Scores:

Average Rubric Score Conversion Score

1 0
1.1 5
1.2 10
1.3 15
1.4 20
1.5 25
1.6 30
1.7 35
1.8 40
1.9 45
2 50
2.1 50.7
2.2 51.4
2.3 52.1
2.4 52.8
2.5 53.5
2.6 54.2
2.7 54.9
2.8 55.6
2.9 56.3
3 57
3.1 57.3
3.2 57.6
3.3 57.9
3.4 58.2
3.5 58.5
3.6 58.8
3.7 59.1
3.8 59.4
3.9 59.7
4 60

All overall scores will be rounded to the nearest whole number. Rounding will not result in movement to a higher HEDI Band.

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

(No response)

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.

Based on the District's goals and priorities, the teacher exceeds the level of performance expected as assessed by the Danielson (2011) rubric

Effective: Overall performance and results meet NYS Teaching Standards.

Based on the District's goals and priorities, the teacher meets the level of performance expected as assessed by the Danielson (2011)

	rubric
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Based on the District's goals and priorities, the teacher needs improvement in order to meet the level of performance expected as assessed by the Danielson (2011) rubric.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Based on the District's goals and priorities, the teacher does not meet the level of performance expected as assessed by the Danielson (2011) rubric.

Provide the ranges for the 60-point scoring bands.

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

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

Formal/Long	2
Informal/Short	1
Enter Total	3

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- In Person

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

- In Person

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

Formal/Long	1
Informal/Short	1
Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

5. Composite Scoring (Teachers)

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

Where there is no Value-Added measure

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

Overall
Composite Score

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

Effective
9-17
9-17
75-90

Developing
3-8
3-8
65-74

Ineffective
0-2
0-2
0-64

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

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

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

6. Additional Requirements - Teachers

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/5265/142944-Df0w3Xx5v6/TIP Grid.doc

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Teacher Appeals Procedure

Informal Process:

While the formal process is outlined below, the teacher is encouraged to share concerns/questions regarding an evaluation during the

post-observation conference. Upon discussion, the supervisor may make changes in the evaluation based upon new information provided by the teacher.

Formal Process:

The appeal may only raise those issues set forth in Section 3012-c of Education Law:

- the substance of the annual professional performance review;
- the school district’s adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of Education Law;
- the school district’s adherence to the regulations of the commissioners and compliance with any applicable locally negotiated procedures; and
- the school district’s issuance and/or implementation of the terms of the teacher improvement plan (TIP).

Overall performance ratings of “ineffective” and “developing” are the only ratings subject to appeal. Teachers who receive a rating of “highly effective” or “effective” shall not be permitted to appeal their rating.

Level 1:

1. Within five (5) school days of the receipt of a teacher’s annual evaluation (performance rating), the teacher may request in writing an additional meeting with his/her immediate supervisor (the person who completed the evaluation) to have a conversation with the supervisor regarding his or her evaluation. The purpose of this meeting is to explore whether the supervisor wishes to consider any changes in the evaluation based upon new information provided by the teacher.
2. The immediate supervisor will provide his/her decision regarding whether he/she has agreed to make any changes in the evaluation within five (5) school days of the meeting noted above.

Level 2:

1. Within five (5) school days of the receipt of the immediate supervisor’s decision regarding changes to the evaluation, the teacher may request in writing, an appeal to the Assistant Superintendent for Elementary Education and Administrative Services. The teacher must articulate to the Assistant Superintendent for Elementary Education and Administrative Services the specific basis for the appeal.
2. Within five (5) school days of receipt of the teacher’s appeal, the Assistant Superintendent for Elementary Education and Administrative Services will conduct a hearing at which the teacher (and representative at the option of the teacher) and the evaluator (and representative at the option of the evaluator) will be allowed to present oral arguments in support of the appeal and the response, respectively.
3. Within five (5) school days of the receipt of the appeal, Assistant Superintendent for Elementary Education and Administrative Services shall provide the teacher with a written determination of the appeal.

Level 3:

1. Within five (5) school days of receipt of the Level 2 determination, if a teacher is not satisfied with such determination, the teacher must submit the appeal to a bipartisan panel comprised of two (2) teacher representatives (to be determined by the OTA) and two (2) administration representatives (to be determined by the Superintendent). The panel will be provided the entire appeals record. The anonymity of the panel members will be protected to the extent possible throughout this procedure.
2. The bi-partisan committee will provide a recommendation to the Superintendent of Schools within 5 school days. Thereafter the Superintendent shall issue a final and binding written determination of the appeal within six (6) school days of receipt of the recommendation from the committee,.

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

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

EVALUATOR TRAINING:

Before each school year, each administrator will receive appropriate training. The training will ensure inter-rater reliability. During the school year, this training will include the following:

The nine elements required by Regents Rules 30-2.9(b). The duration of training will last 1 day to 1 week.

The Framework for Teaching Proficiency System –“The Framework for Teaching Proficiency System is a complete solution for observer training and assessment. Developed in partnership with ETS and Charlotte Danielson, the Framework for Teaching Proficiency System enables districts and states to promote high-quality observations by implementing rigorous training for all observers.” The tools include: Observer training, Scoring Practice and Proficiency test.

The administrators will also participate in an sessions with trained professionals to help ensure reliability of scores. In addition, the district will use Teachscape to ensure all administrators are appropriately applying the rubric. All administrators will be certified evaluators.

The district will continue to use this process to recertify the lead evaluators on an annual basis. All evaluators are certified by the Superintendent and Assistant Superintendent

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

-
- Checked
-

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

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

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

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

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

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

3-4
5
6-8
9-12

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

Please check the boxes below:

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

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

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

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

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

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

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

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

School or Program Type	SLO with Assessment Option	Name of the Assessment
PreK-K	District, regional, or BOCES-developed	Grade K Ossining Developed ELA and Math Assessments
1-2	District, regional, or BOCES-developed	Grade 1-2 Ossining Developed 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. Please describe the process your district is using to measure student growth on the assessments listed for this Task. If applicable, please also include a description of the process for combining the State-provided growth score with the SLO(s) for this Task.

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	The PreK-K and 1-2 principals scores will be based on individual student growth targets. Principals and their supervisors will determine the targets using Pre-Assessment data. Also, the Assistant Superintendents will have input in the process. Based on the overall percentage of students who meet or exceed their overall school-wide percentage a corresponding
--	---

0-20 HEDI score will be determined using the 20 point conversion chart listed below.

The assessment is aligned with the Common Core State Standards. As per the NYS Education regulations, principal scores will be based upon the degree to which s goals were attained.

The pre-assessment, mid-year assessment, and post assessment will be administered during the time-interval selected. The locally selected measure will assess the most important learning for the semester/year. Evaluators will assign points in accordance with the District HEDI criteria. Historical data will be used to determine the targets. All targets will be approved by the Principal's supervisor.

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

85% of the students achieve or exceed the target determined in the Student Learning Objective.

20: 95-100% of students meet or exceed target
19: 90-94% of students meet or exceed target
18: 85-89% of students meet or exceed target

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

75% - 84% of the students achieve or exceed the target determined in the Student Learning Objective.

17:83-84% of students meet or exceed target
16:82% of students meet or exceed target
15:81% of students meet or exceed target
14:80% of students meet or exceed target
13:79% of students meet or exceed target
12:78% of students meet or exceed target
11:77% of students meet or exceed target
10:76% of students meet or exceed target
9:75% of students meet or exceed target

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

60% - 74% of the students achieve or exceed the target determined in the Student Learning Objective.

Point Distribution:

8:73-74% of students meet or exceed target
7:70-72% of students meet or exceed target
6:67-69% of students meet or exceed target
5:64-66% of students meet or exceed target
4:62-63% of students meet or exceed target
3:60-61% of students meet or exceed target

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

Below 60% of the students achieve or exceed the target determined in the Student Learning Objective.

Point Distribution:

2:55-59% of students meet or exceed target
1:50-54% of students meet or exceed target
0:0-49% of students meet or exceed target

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

Created Tuesday, April 30, 2013

Updated Thursday, February 19, 2015

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
3-4	(d) measures used by district for teacher evaluation	Grade 3-4 Ossining Developed ELA Assessment
5	(d) measures used by district for teacher evaluation	Grade 5 Ossining Developed ELA Assessment
6-8	(a) achievement on State assessments	ELA and Math State Assessment - Grade 6-8
9-12	(g) % achieving specific level on Regents or alternatives	Living Environment Regents and Global History Regents

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

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

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>Ossining Union Free School District will determine the achievement targets with supervisors and principals. They will use prior academic data. Based on the number of students that meet or exceed the target a HEDI score will be provided.</p> <p>All targets will be approved by the Principal's supervisor. Administrators will assign points in accordance with the District HEDI criteria. See Below:</p> <p>20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target 17: 83-84% of students meet or exceed target 16: 82% of students meet or exceed target 15: 81% of students meet or exceed target</p>
--	---

14:80% of students meet or exceed target
 13:79% of students meet or exceed target
 12:78% of students meet or exceed target
 11:77% of students meet or exceed target
 10:76% of students meet or exceed target
 9:75% of students meet or exceed target
 8:73-74% of students meet or exceed target
 7:70-72% of students meet or exceed target
 6:67-69% of students meet or exceed target
 5:64-66% of students meet or exceed target
 4:62-63% of students meet or exceed target
 3:60-61% of students meet or exceed target
 2:55-59% of students meet or exceed target
 1:50-54% of students meet or exceed target
 0:0-49% of students meet or exceed target

The 15 point scale will be used when Value added is implemented.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	85% of the students achieve or exceed the target . 15: 92-100% of students meet or exceed target 14: 85-91% of students meet or exceed target
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	73% - 84% of the students achieve or exceed the target . 13: 82-84% of students meet or exceed target 12: 80-81% of students meet or exceed target 11: 79% of students meet or exceed target 10: 77-78% of students meet or exceed target 9: 75-76% of students meet or exceed target 8: 73-74% of students meet or exceed target
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	60% - 72% of the students achieve or exceed the target . 7: 70-72% of students meet or exceed target 6: 67-69% of students meet or exceed target 5: 64-66% of students meet or exceed target 4: 62-63% of students meet or exceed target 3: 60-61% of students meet or exceed target
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Below 60% of the students achieve or exceed the target . 2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target

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.

(No response)

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

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades
- (i) student learning objectives (only allowable for principals in programs/buildings without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a District, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K	(d) measures used by district for teacher evaluation	Grade K Ossining Developed ELA Assessment
1-2	(d) measures used by district for teacher evaluation	Grade 1-2 Ossining Developed ELA Assessment

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

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

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>The locally selected measure of student achievement for grades K-2 is a locally developed assessment, All assessments are aligned with the Common Core State Standards. As per the NYS Education regulations, the principal’s scores will be based upon the degree to which students’ achievement goals were attained.</p> <p>The pre-assessment and post assessment will be administered during the time-interval selected. The locally selected measure will assess the most important learning for the semester/year. The goals will be determined in collaboration with the principal and Assistant Superintendents.</p> <p>Administrators will assign points in accordance with the District HEDI criteria.</p> <p>See Below: 20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target 17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target 9:75% of students meet or exceed target 8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target 2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target 0:0-49% of students meet or exceed target</p> <p>All targets will be approved by the Principal's supervisor.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>85% of the students achieve or exceed the target . 20: 95-100% of students meet or exceed target 19: 90-94% of students meet or exceed target 18: 85-89% of students meet or exceed target</p>
<p>Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>75% - 84% of the students achieve or exceed the target . 17:83-84% of students meet or exceed target 16:82% of students meet or exceed target 15:81% of students meet or exceed target 14:80% of students meet or exceed target 13:79% of students meet or exceed target 12:78% of students meet or exceed target 11:77% of students meet or exceed target 10:76% of students meet or exceed target</p>

9:75% of students meet or exceed target

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

60% - 74% of the students achieve or exceed the target .
8:73-74% of students meet or exceed target 7:70-72% of students meet or exceed target 6:67-69% of students meet or exceed target 5:64-66% of students meet or exceed target 4:62-63% of students meet or exceed target 3:60-61% of students meet or exceed target

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

Below 60% of the students achieve or exceed the target .
2:55-59% of students meet or exceed target 1:50-54% of students meet or exceed target
0:0-49% of students meet or exceed target

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/5366/145628-T8MIGWUVm1/HEDICRITERIA[1].docx

8.3) Locally Developed Controls

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

(No response)

8.4) Principals with More Than One Locally Selected Measure

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

(No response)

8.5) Assurances

Please check all of the boxes below:

8.5) Assurances Assure that the application of locally developed controls will be rigorous, fair, and transparent	Check
8.5) Assurances Assure that use of locally developed controls will not have a disparate impact on underrepresented students, in accordance with any applicable civil rights laws.	Check
8.5) Assurances Assure that enrolled students are included in accordance with policies for student assignment to schools and may not be excluded.	Check
8.5) Assurances Assure that procedures for ensuring data accuracy and integrity are being utilized.	Check

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

9. Other Measures of Effectiveness (Principals)

Created Tuesday, April 30, 2013

Updated Thursday, February 19, 2015

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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.

9.1) Principal Practice Rubric Rubric	Multidimensional Principal Performance Rubric
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Second rubric (if applicable)	(No response)
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9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points]	60
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Any remaining points shall be assigned based on results of one or more ambitious and measurable goals set collaboratively with principals and their superintendents or district superintendents. 0

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

(No response)

9.3) Assurances -- Goals

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

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

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

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

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

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

The Commissioner's regulations require that each principal to be evaluated annually on the NYS ISSLC Standards using the approved Multi-Dimensional Principal Performance (MPPR) rubric as part of the Multiple Measures of Principal Effectiveness. This portion of the principal's evaluation is worth 60% of the composite score. Scoring will be completed after gathering evidence from multiple observations.

The District shall use the "Multi-Dimensional Performance Rubric" (below) with 31 sub-components of domains I through VI. Each sub-component shall earn a raw score as follows:

0 point: Ineffective
 2 points: Developing
 3 points: Effective
 4 points: Highly Effective

The total raw score value of the 31 components shall be 124 points. The raw score points shall then be converted to a Scaled Score as follows:

Ineffective
 Raw Score: 0-49 points
 Scaled Score: 0-49 points

Developing
 Raw Score: 50-62 points
 Scaled Score: 50-56 points

Effective
 Raw Score: 63-93 points
 Scaled Score: 57-58 points

Highly Effective
 Raw Score: 94-124 points
 Scaled Score: 59-60 points

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

assets/survey-uploads/5143/145663-pMADJ4gk6R/The total HEDI Rating Categories shall be as follows.docx

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

Highly Effective: Overall performance and results exceed standards.	To be rated as highly effective overall, the principal must demonstrate a significant majority of subcomponent scores at the highly effective level. The principal's overall rubric score will determine the specific point assignment using a conversion chart noted in the attachment.
Effective: Overall performance and results meet standards.	To be rated as effective overall, the principal must demonstrate a significant majority of rubric subcomponent scores at or above the effective level. The principal's overall rubric score will determine the specific point assignment using a conversion chart similar to the sample attached.
Developing: Overall performance and results need improvement in order to meet standards.	To be rated as developing overall, the principal must demonstrate a significant majority of rubric subcomponent scores below the effective level. The principal's overall rubric score will determine the specific point assignment using a conversion chart using a conversion chart similar to the sample attached.
Ineffective: Overall performance and results do not meet standards.	To be rated as ineffective overall, the vast majority of the principal's rubric scores must be below the effective level. The principal's overall rubric score will determine the specific point assignment using a conversion chart similar to the sample attached.

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	2
By trained administrator	0
By trained independent evaluator	0

Enter Total	2
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Tenured Principals

By supervisor	2
By trained administrator	0
By trained independent evaluator	0
Enter Total	2

10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Sunday, August 10, 2014

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

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

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

11. Additional Requirements - Principals

Created Tuesday, April 30, 2013

Updated Thursday, February 19, 2015

Page 1

11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

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

[assets/survey-uploads/5276/145734-Df0w3Xx5v6/PRINCIPAL IMPROVEMENT PLAN_1.doc](#)

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:

PRINCIPAL'S APPEAL PROCEDURES

Section 3012-c of the Education Law establishes a comprehensive annual evaluation system for building principals, as well as the issuance and implementation of improvement plans for principals whose performance is assessed as either Developing or Ineffective.

To the extent that a principal wishes to challenge a performance review and/or improvement plan under the new evaluation system, the

law requires the establishment of an appeals procedure, the specifics of which are to be locally negotiated pursuant to article XIV of the Civil Service Law.

This appeal procedure addresses a principal's due process rights while ensuring that appeals are resolved in an expeditious manner.

BURDEN OF PROOF

In an appeal, the principal has the burden of demonstrating a clear legal right to the relief requested and the burden of establishing the facts upon which petitioner seeks relief.

FORMAL PROCESS:

Level 1:

1. The evaluation will be provided to the principal five (5) days before the year-end evaluation meeting. The immediate supervisor will provide his/her decision regarding whether he/she has agreed to make any changes in the evaluation within five (5) business days of the meeting noted above. Following receiving the final evaluation the principal has 15 business days to file an appeal in writing to the Superintendent. Overall performance ratings of "ineffective" and "developing" are the only ratings subject to appeal. Principals who receive a rating of "highly effective" or "effective" shall not be permitted to appeal their rating.

2. The appeal to the Superintendent must articulate the specific basis for the appeal. The appeal may only raise those issues set forth in Section 3012-c of Education Law:

- The substance of the annual professional performance review;
- The school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of Education Law;
- The school district's adherence to the regulations of the commissioners and compliance with any applicable locally negotiated procedures; and
- The school district's issuance and/or implementation of the terms of the principal improvement plan (PIP).

Level 2

3. Within five (5) school days of receipt of the Level 1 determination, the principal must submit the appeal of this determination to a bipartisan panel comprised of two (2) administrator representatives (to be determined by the OASS) and one (1) administrator (to be determined by the Superintendent). The panel will be provided the entire appeals record. The anonymity of the panel members will be protected to the extent possible throughout this procedure.

4. The bi-partisan committee will provide a recommendation to the Superintendent of Schools within five (5) school days. Thereafter, the Superintendent shall issue a final and binding written determination of the appeal within six (6) school days of receipt of the recommendation from the committee.

5. Within six (6) business days of receipt of the appeal, the Superintendent shall issue a final and binding written determination of the appeal.

A principal may not resort to any other contractual grievance procedure for the resolution of challenges and appeals related to a professional performance review and/or improvement plan, except as otherwise authorized by law.

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

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

The District will ensure that the Superintendent and his designees are trained as Lead Evaluators and are certified as such. The Board of Education will certify Lead Evaluators upon receipt of proper documentation that the individual has fully completed the requisite training. The Superintendent will maintain records of certification of Lead Evaluators.

The training will include the 9 elements required by Regents rule 30.29(b) Training will last approximately 1-2 days.

Evaluator training will occur regionally in cooperation with PNW BOCES. Training will be conducted by PNW BOCES Network Team Personnel who have participated in the NYSED Evaluator Training for Network Teams and/or personnel authorized to train on behalf of an evaluation rubric approved by NYSED. Lead Evaluators will be recertified on a periodic basis to be determined by the

District.

The District will establish a process to maintain inter-rater reliability of Lead Evaluators over time in accordance with NYSED guidance and protocols recommended in training for Lead Evaluators. The District anticipates that these protocols will include measures such as: data analysis; periodic comparisons of assessments; and/or annual calibration sessions across such evaluators.

This training of Lead Evaluators will include the following requirements:

- New York State Teaching Standards and ISSLC Standards
- Evidence-based observation

Application and use of Student Growth Percentile and Value Added Growth Model data

- Application and use of the State-approved principal rubrics
- Application and use of any assessment tools used to evaluate teachers and principals
- Application and use of State-approved locally selected measures of student achievement
- Use of Statewide instructional Reporting System
- Scoring methodology used to evaluate teachers and principals

Specific consideration in evaluating teachers and principals of ELL and Students with Disabilities.

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 Tuesday, April 30, 2013

Updated Monday, March 02, 2015

Page 1

12.1) Upload the Joint Certification of the APPR Plan

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

assets/survey-uploads/12158/1517795-3Uqgn5g9Iu/02-25-15 APPR District Certificate - Signed.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.

HEDI CRITERIA

The District criteria for scoring Student Learning Objectives/Local Measures are as follows:

Highly Effective <i>18 – 20 points</i>	Effective <i>9 – 17 points</i>	Developing <i>3 – 8 points</i>	Ineffective <i>0 – 2 points</i>
85% of the students achieve or exceed the target determined in the Student Learning Objective.	75% - 84% of the students achieve or exceed the target determined in the Student Learning Objective.	60% - 74% of the students achieve or exceed the target determined in the Student Learning Objective.	Below 60% of the students achieve or exceed the target determined in the Student Learning Objective.
<i>The points within each category are distributed as follows:</i>			
18 points: 85% - 89% 19 points: 90% - 94% 20 points: 95% - 100%	9 points: 75% 10 points: 76% 11 points: 77% 12 points: 78% 13 points: 79% 14 points: 80% 15 points: 81% 16 points: 82% 17 points: 83% - 84%	3 points: 60% - 61% 4 points: 62% - 63% 5 points: 64% - 66% 6 points: 67% - 69% 7 points: 70% - 72% 8 points: 73% - 74%	0 points: 0% - 49% 1 point: 50% - 54% 2 points: 55% - 59%

OSSINING UNION FREE SCHOOL DISTRICT
Office of the Deputy Superintendent

TEACHERS' IMPROVEMENT PLAN

Teacher

Composite Score

Subject/Grade Level

Score Breakdown

Administrator

Date(s):

Preconference

Observation(s)

Domain	Action(s) To Be Taken	Administrator's Responsibilities	Timeline For Progress	Indicators Of Success	Improvements Made and Documented

Administrator's Signature _____

Date: _____

Teacher's Signature: _____

Date: _____

Representative/Witness Signature: _____

Date: _____

Or Teacher's Signature Waiving Representation: _____

Date: _____

RS:mc

4/30/12/APPR Teachers/TIP Grid/426

HEDI CRITERIA

The District criteria for scoring Student Learning Objectives/Local Measures are as follows:

Highly Effective <i>18 – 20 points</i>	Effective <i>9 – 17 points</i>	Developing <i>3 – 8 points</i>	Ineffective <i>0 – 2 points</i>
85% of the students achieve or exceed the target determined in the Student Learning Objective.	75% - 84% of the students achieve or exceed the target determined in the Student Learning Objective.	60% - 74% of the students achieve or exceed the target determined in the Student Learning Objective.	Below 60% of the students achieve or exceed the target determined in the Student Learning Objective.
<i>The points within each category are distributed as follows:</i>			
18 points: 85% - 89% 19 points: 90% - 94% 20 points: 95% - 100%	9 points: 75% 10 points: 76% 11 points: 77% 12 points: 78% 13 points: 79% 14 points: 80% 15 points: 81% 16 points: 82% 17 points: 83% - 84%	3 points: 60% - 61% 4 points: 62% - 63% 5 points: 64% - 66% 6 points: 67% - 69% 7 points: 70% - 72% 8 points: 73% - 74%	0 points: 0% - 49% 1 point: 50% - 54% 2 points: 55% - 59%

The total HEDI Rating Categories shall be as follows:

<u>HEDI Rating Categories</u>			
Ineffective	Developing	Effective	Highly Effective
0 to 49 Raw score = Scaled score	50=50 51-52=51 53-54=52 55-56=53 57-58=54 59-60=55 61-62=56	63-78=57 79-93=58	94-109=59 110-124=60

!

PRINCIPAL IMPROVEMENT PLAN (PIP):

The Ossining School District plan incorporates the mandate for a "Principal Improvement Plan" (PIP) for principals who have not met the standards for effectiveness as specified by New York State. As a result, any principal who receives a final composite effectiveness rating of "developing" or "ineffective" point range on the 100 point performance review scale will be placed on a PIP. (Section 100.2(o)(b)(4) Regulations of the Commissioner of Education) PIPs are to be developed in collaboration with the principal, and the evaluating administrator(s). The President of the OASS shall be notified that a staff member will be placed on PIP.

The purpose of a Principal Improvement Plan (PIP) is to address specific area(s) of the evaluation that were rated as "developing" or "ineffective" and/or a principal whose performance, which has been identified as "developing" or "ineffective" at any time during the school year. If at anytime during the school year a supervisor believes improvement or support is needed before the final State effectiveness score has been received, a variety of strategies for improvement will take place.

Any principal, tenured or non-tenured, shall require a PIP when the principal's performance is evaluated as "developing" or "ineffective".

A written PIP developed as specified above shall contain:

- Identify areas of improvement/domain components
- Goals and objectives
- Strategies to attain goals and objectives
- Timeline for progress
- Anticipated outcomes
- Evidence of outcomes
- Progress monitoring meetings (*See Appendix*)

It is the supervisor's responsibility to provide the corresponding professional development and resources to support the principal's identified areas of improvement/domain components.

Copies of the PIP signed by the principal and supervisor will be supplied to the principal and to the district personnel office.

If the principal's final composite score reflects the need for the principal to be placed on PIP, the District shall immediately notify the individual. The PIP will be completed and implemented no later than 10 days from the opening of classes in the school year following the school year for which such principal's performance is being measured.

CONFIDENTIALITY:

The *Principal's Improvement Plan* process noted above, as it relates to specific individuals, will be confidential. Both the principal and the evaluator must earnestly commit themselves to a cooperative improvement process with the goal of professional growth.

OSSINING UNION FREE SCHOOL DISTRICT
Office of the Deputy Superintendent

!

PRINCIPAL'S IMPROVEMENT PLAN

Identify Areas of Improvement/ Domain Components	Goals and Objectives	Strategies to Attain Goals and Objectives	Timeline For Progress	Anticipated Outcomes	Evidence of Outcomes

Supervisor's Signature _____

Principal's Signature: _____

A copy of this improvement plan has been reviewed with this Principal. My signature means I have been advised of my performance and does not necessarily imply that I agree or disagree with this improvement plan.

!
!

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

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

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

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

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

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

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

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

Signatures, dates

Superintendent Signature: Date:

[Handwritten Signature] 2/24/15

Teachers Union President Signature: Date:

[Handwritten Signature] 2/24/15

Administrative Union President Signature: Date:

[Handwritten Signature] 2/24/15

Board of Education President Signature: Date: 2-25-15

[Handwritten Signature]

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

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

Superintendent / District Superintendent / Chancellor Signature: Date:

 A rectangular box containing a handwritten signature and a date. The signature is written in cursive and appears to be 'R. J. J.'. The date is written as '2/24/15'.