



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

Commissioner of Education
President of the University of the State of New York
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December 3, 2012

Judy Belfield, Superintendent
Phoenix Central School District
116 Volney Street
Phoenix, NY 13135

Dear Superintendent Belfield:

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

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.
Commissioner

Attachment

c: Christopher Todd

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

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

Annual Professional Performance Reviews: 2012-13

Created Monday, May 14, 2012

Updated Tuesday, November 27, 2012

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Disclaimers

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department reserves the right to request further information from the school district or BOCES, as necessary, as part of its review.

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number :

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

462001060000

1.2) School District Name:

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

Phoenix Central School District

1.3) School Improvement Grant (SIG) Districts Only

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

Not applicable

1.4) Award Classification

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

(No response)

1.5) Assurances

Please check all of the boxes below:

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

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

Re-submission to address deficiencies

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

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

Annual (2012-13)

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

Created Friday, May 11, 2012

Updated Tuesday, November 27, 2012

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Phoenix district-developed grade K ELA assessment
1	District, regional, or BOCES-developed assessment	Phoenix district-developed grade 1 ELA assessment
2	District, regional, or BOCES-developed assessment	Phoenix district-developed grade 2 ELA assessment

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

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

The Phoenix CSD will develop k-2 ELA assessments and use NYS grade 3 ELA assessment to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data. All teachers will share the same HEDI structure for their Student Learning Objective (SLO)
 -13 effective points will be earned for achieving the district target (goal) of 80%
 -85-100% of students meeting their individual target will result in a highly effective score;
 -76-84% of students meeting their individual target will result in an effective score;
 -70-75% of students meeting their individual target will result in a developing score;
 -0-69% of students meeting their individual target will result in an ineffective score;

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

Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.

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

Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.

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

Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets.

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

Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Phoenix district-developed K Math assessment
1	District, regional, or BOCES-developed assessment	Phoenix district-developed grade 1 Math assessment
2	District, regional, or BOCES-developed assessment	Phoenix district-developed grade 2 Math assessment
	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The Phoenix CSD will develop k-2 math assessments and use NYS grade 3 math assessment to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data. All teachers will share the same HEDI structure for their Student Learning Objective (SLO) -13 effective points will be earned for achieving the district target (goal) of 80% -85-100% of students meeting their individual target will result in a highly effective score; -76-84% of students meeting their individual target will result in an effective score; -70-75% of students meeting their individual target will result in a developing score; -0-69% of students meeting their individual target will result in an ineffective score;
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	Science Grade 6 Monroe 2 BOCES developed assessment
7	District, regional or BOCES-developed assessment	Science Grade 7 Oswego BOCES developed assessment
	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The Phoenix CSD will use a BOCES developed grades 6-7 and NYS grade 8 science assessments to measure student growth. Our process for establishing growth
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graphic at 2.11, below.	<p>targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data.</p> <p>All teachers will share the same HEDI structure for their Student Learning Objective (SLO)</p> <p>-13 effective points will be earned for achieving the district target (goal) of 80%</p> <p>-85-100% of students meeting their individual target will result in a highly effective score;</p> <p>-76-84% of students meeting their individual target will result in an effective score;</p> <p>-70-75% of students meeting their individual target will result in a developing score;</p> <p>-0-69% of students meeting their individual target will result in an ineffective score;</p>
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	Social Studies Grade 6 Monroe 2 BOCES developed assessment
7	District, regional or BOCES-developed assessment	Social Studies Grade 7 Oswego BOCES developed Assessment
8	District, regional or BOCES-developed assessment	Social Studies Grade 8 Oswego BOCES Developed Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The Phoenix CSD will use Monroe 2 and Oswego BOCES developed grades 6-8 social studies assessments to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data.
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All teachers will share the same HEDI structure for their Student Learning Objective (SLO)
 -13 effective points will be earned for achieving the district target (goal) of 80%
 -85-100% of students meeting their individual target will result in a highly effective score;
 -76-84% of students meeting their individual target will result in an effective score;
 -70-75% of students meeting their individual target will result in a developing score;
 -0-69% of students meeting their individual target will result in an ineffective score;

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	Regents Assessment	NYS Regents Global 10 assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The Phoenix CSD will use the NYS Regents Global 10 assessments to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data. All teachers will share the same HEDI structure for their Student Learning Objective (SLO) -13 effective points will be earned for achieving the district
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target (goal) of 80%
 -85-100% of students meeting their individual target will result in a highly effective score;
 -76-84% of students meeting their individual target will result in an effective score;
 -70-75% of students meeting their individual target will result in a developing score;
 -0-69% of students meeting their individual target will result in an ineffective score;

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.7) High School Science Regents Courses

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

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

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

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

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

The Phoenix CSD will use the NYS Regents science assessments to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data.
 All teachers will share the same HEDI structure for their Student Learning Objective (SLO)
 -13 effective points will be earned for achieving the district target (goal) of 80%
 -85-100% of students meeting their individual target will result in a highly effective score;
 -76-84% of students meeting their individual target will result in an effective score;
 -70-75% of students meeting their individual target will

	result in a developing score; -0-69% of students meeting their individual target will result in an ineffective score;
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.8) High School Math Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	<p>The Phoenix CSD will use the NYS Regents math assessments to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data.</p> <p>All teachers will share the same HEDI structure for their Student Learning Objective (SLO)</p> <p>-13 effective points will be earned for achieving the district target (goal) of 80%</p> <p>-85-100% of students meeting their individual target will result in a highly effective score;</p> <p>-76-84% of students meeting their individual target will result in an effective score;</p> <p>-70-75% of students meeting their individual target will result in a developing score;</p> <p>-0-69% of students meeting their individual target will result in an ineffective score;</p>
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.

Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	School-/BOCES-wide group/team results based on State assessments	NYS Regents ELA assessment
Grade 10 ELA	School-/BOCES-wide group/team results based on State assessments	NYS Regents ELA assessment
Grade 11 ELA	School-/BOCES-wide group/team results based on State assessments	NYS Regents ELA 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 student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	<p>The Phoenix CSD will use the NYS Regents ELA assessment to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data.</p> <p>All teachers will share the same HEDI structure for their Student Learning Objective (SLO)</p> <ul style="list-style-type: none"> -13 effective points will be earned for achieving the district target (goal) of 80% -85-100% of students meeting their individual target will result in a highly effective score; -76-84% of students meeting their individual target will result in an effective score; -70-75% of students meeting their individual target will result in a developing score; -0-69% of students meeting their individual target will result in an ineffective score;
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.

Developing (3 - 8 points) Results are below District goals for similar students.	Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.

2.10) All Other Courses

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

Course(s) or Subject(s)	Option	Assessment
K-12 Music	District, Regional or BOCES-developed	k-12 Oswego BOCES Developed Music Assessment
K-12 Art	District, Regional or BOCES-developed	k-12 Oswego BOCES Developed Art Assessment
K-12 Physical Education	District, Regional or BOCES-developed	k-12 Oswego BOCES Developed PE Assessment
Family and consumer science grades 7 and 8	District, Regional or BOCES-developed	Grade 7 8 Herkimer BOCES Developed FACS Assessment
LOTE - Spanish/French grades 7-12	District, Regional or BOCES-developed	Grades 7-12 Monroe 2 BOCES Developed LOTE Assessment
Grade 5 Science	State Assessment	Grade 5 NYS Math Assessment
Health Grade 7	District, Regional or BOCES-developed	Grade 7 Madison Oneida BOCES Developed Health Assessment
Health grade 9-12	District, Regional or BOCES-developed	Grades 9-12 Herkimer BOCES Developed Health Assessment
Technology Education grade 6-8	District, Regional or BOCES-developed	Grades 6-8 Herkimer BOCES Developed Technology Assessment
Technology Education grade 9-12	District, Regional or BOCES-developed	9-12 Madison Oneida BOCES Developed Technology Assessment
Economics grade 12	District, Regional or BOCES-developed	Grade 12 Herkimer BOCES Developed Economics Assessment
Participation in Government 12	District, Regional or BOCES-developed	Grade 12 Herkimer BOCES Developed PIG Assessment
K-4 Integrated Special Education	District, Regional or BOCES-developed	Phoenix CSD district-developed ELA and Math Assessments
Grade 5-8 Resource Special Education	State Assessment	Grades 5-8 NYS ELA and Math Assessments
Grade 9-12 Resource Special Education	State Assessment	Grade 11 NYS ELA Assessment
K-4 12:1:1 Special Education	District, Regional or BOCES-developed	Phoenix CSD district-developed ELA and Math Assessments
Grade 3-4 12:1:1 Special Education	District, Regional or BOCES-developed	Phoenix CSD district-developed ELA and Math Assessments
Grade 5-8 15:1:1 Special Education	State Assessment	grade 5- 8 NYS ELA and Math Assessments
Grade 9-12 15:1:1 Special Education	State Assessment	Grade 11 NYS ELA Assessment

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.</p>	<p>The Phoenix CSD will use the NYS Regents or BOCES developed assessments to measure student growth. Our process for establishing growth targets requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes preassessment results as well as historical academic data.</p> <p>All teachers will share the same HEDI structure for their Student Learning Objective (SLO)</p> <ul style="list-style-type: none"> -13 effective points will be earned for achieving the district target (goal) of 80% -85-100% of students meeting their individual target will result in a highly effective score; -76-84% of students meeting their individual target will result in an effective score; -70-75% of students meeting their individual target will result in a developing score; -0-69% of students meeting their individual target will result in an ineffective score;
<p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p>	<p>Teachers will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.</p>
<p>Effective (9 - 17 points) Results meet District goals for similar students.</p>	<p>Teachers will receive a rating of effective when 76 to 84% of the students meet their individual targets.</p>
<p>Developing (3 - 8 points) Results are below District goals for similar students.</p>	<p>Teachers will receive a rating of developing when 70 to 75% of the students meet their individual targets</p>
<p>Ineffective (0 - 2 points) Results are well-below District goals for similar students.</p>	<p>Teachers will receive a rating of ineffective when 69% or less of the students meet their individual targets.</p>

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

(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/5364/128552-TXEttx9bQW/2.11 Phoenix csd_1.pdf

2.12) Locally Developed Controls

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

associated with the controls or adjustments.

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

Controls used in setting targets for Comparable Growth Measures will be student prior academic history. Whether students have a disability, are English language learners, or are in poverty, appropriate targets can be established for them based on their prior academic achievement levels.

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

Created Friday, May 11, 2012

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Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

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

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

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

<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 Local Measure for the grades 4-8 is measured by using a school-wide measure of student achievement based on NYS ELA. All teachers will share the same HEDI structure. The achievement goal for grades 4-8 is 60% percent of all students will reach proficiency (at least a level 3) on the NYS 4-8 ELA assessments. The achievement goal of 60% for grades 4-8 ELA will result an an effective rating and a score of 11 points.</p> <p>Please see Table in 3.3</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>Teachers will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of effective when 48 - 62 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of developing when 36 - 47 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of ineffective when 0-35 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</p>

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	Grade 4 NYS ELA Assessment
5	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
6	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
7	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
8	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment

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

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

<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 Local Measure for the grades 4-8 is measured by using a school-wide measure of student achievement based on NYS ELA. All teachers will share the same HEDI structure. The achievement goal for grades 4-8 is 60% percent of all students will reach proficiency (at least a level 3) on the NYS grades 4-8 ELA assessments. The achievement goal of 60% for grades 4-8 Math will result an an effective rating and a score of 11 points.</p> <p>Please see Table in 3.3</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>Teachers will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of effective when 48 - 62 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of developing when 36 - 47 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of ineffective when 0-35 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.</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.

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

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

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments
1	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments
2	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments
3	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments

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.	The Local Measure for the grades K-3 is measured by using a school-wide measure of student achievement based on NYS ELA. All teachers will share the same HEDI structure. The achievement goal for grades K-3 is 60% percent of all students will reach proficiency (at least a level 3) on the NYS grade 4 ELA assessments. The achievement goal of 60% for grades K-3 will result an an effective rating and a score of 15 points. Please see Table in 3.13
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Teachers will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Teachers will receive a rating of effective when 48 - 62 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Teachers will receive a rating of developing when 36 - 47 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Teachers will receive a rating of ineffective when 0-35 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments
1	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments
2	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments
3	6(ii) School-wide measure computed locally	Grade 4 NYS ELA Assessments

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The Local Measure for the grades K-3 is measured by using a school-wide measure of student achievement based on NYS grade 4 ELA. All teachers will share the same HEDI structure. The achievement goal for grades K-3 is 60% percent of all students will reach proficiency (at
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least a level 3) on the NYS grade 4 ELA assessment. The achievement goal of 60% for grades K-3 will result an an effective rating and a score of 15 points.

Please see Table in 3.13

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

Teachers will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of effective when 48 - 62 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of developing when 36 - 47 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of ineffective when 0-35 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
7	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
8	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment

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

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

The Local Measure for the grades 6-8 science is measured by using a school-wide measure of student achievement based on NYS ELA. All teachers will share the same HEDI structure. The achievement goal for grades 5-8 is 60% percent of all students will reach proficiency (at least a level 3) on the NYS grades 5-8 ELA assessments. The achievement goal of 60% for grades 6-8 science will result an an effective rating and a score of 15 points.

Please see Table in 3.13

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

Teachers will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of effective when 48 - 62 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of developing when 36 - 47 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of ineffective when 0-35 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
7	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
8	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment

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

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

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

The Local Measure for the grades 6-8 social studies is measured by using a school-wide measure of student achievement based on NYS grades 5-8 ELA. All teachers will share the same HEDI structure. The achievement goal for grades 5-8 is 60% percent of all students will reach proficiency (at least a level 3) on the NYS ELA assessments.

The achievement goal of 60% for grades 5-8 social studies will result an an effective rating and a score of 15 points.

Please see Table in 3.13

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

Teachers will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of effective when 48 - 62 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of developing when 36 - 47 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

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

Teachers will receive a rating of ineffective when 0-35 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

3.8) High School Social Studies

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	<p>The Local Measure for the grades 9-12 is measured by using a school-wide measure of student achievement based on NYS ELA and integrated Algebra Regents for students graduating in June 2013. All teachers will share the same HEDI structure. The achievement goal for grades 9-12 is 35% percent of all students in the June 2013 graduating class cohort will reach the career and college readiness aspirational performance measure as defined by NYSED.</p> <p>The 35% achievement goal will earn an effective rating and 13 points.</p> <p>Please see tables in 3.13</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Teachers will receive a rating of highly effective when 40 to 100% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Teachers will receive a rating of effective when 31 to 39% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment score 75 or higher on the Regents English assessment (Aspirational Performance Measure).
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Teachers will receive a rating of developing when 25 to 30% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

Teachers will receive a rating of ineffective when 0 to 24% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

3.9) High School Science

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

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

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

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 Local Measure for the grades 9-12 is measured by using a school-wide measure of student achievement based on NYS ELA and integrated Algebra Regents for students graduating in June 2013.. All teachers will share the same HEDI structure. The achievement goal for grades 9-12 is 35% percent of all students in the June 2013 graduating class cohort will reach the career and college readiness aspirational performance measure as defined by NYSED. The 35% achievement goal will earn an effective rating and 13 points.

Please see tables in 3.13

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

Teachers will receive a rating of highly effective when 40 to 100% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational

Performance Measure).

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

Teachers will receive a rating of effective when 31 to 39% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

Teachers will receive a rating of developing when 25 to 30% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

Teachers will receive a rating of ineffective when 0 to 24% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

3.10) High School Math

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

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

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

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

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

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

The Local Measure for the grades 9-12 is measured by using a school-wide measure of student achievement based on NYS ELA and integrated Algebra Regents for students graduating in June 2013.. All teachers will share the same HEDI structure. The achievement goal for grades 9-12 is 35% percent of all students in the June 2013 graduating class cohort will reach the career and

college readiness aspirational performance measure as defined by NYSED.
The 35% achievement goal will earn an effective rating and 13 points.

Please see tables in 3.13

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

Teachers will receive a rating of highly effective when 40 to 100% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

Teachers will receive a rating of effective when 31 to 39% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

Teachers will receive a rating of developing when 25 to 30% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

Teachers will receive a rating of ineffective when 0 to 24% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	Regents integrated Algebra and Regents ELA
Grade 10 ELA	6(ii) School wide measure computed locally	Regents integrated Algebra and Regents ELA
Grade 11 ELA	6(ii) School wide measure computed locally	Regents integrated Algebra and Regents ELA

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.

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>The Local Measure for the grades 9-12 is measured by using a school-wide measure of student achievement based on NYS ELA and integrated Algebra Regents for students graduating in June 2013.. All teachers will share the same HEDI structure. The achievement goal for grades 9-12 is 35% percent of all students in the June 2013 graduating class cohort will reach the career and college readiness aspirational performance measure as defined by NYSED. The 35% achievement goal will earn an effective rating and 13 points.</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>Teachers will receive a rating of highly effective when 40 to 100% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of effective when 31 to 39% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment score 75 or higher on the Regents English assessment (Aspirational Performance Measure).</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of developing when 25 to 30% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Teachers will receive a rating of ineffective when 0 to 24% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).</p>

3.12) All Other Courses

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
k-4 Music	6(ii) School wide measure computed locally	Grade 4 NYS ELA Assessments
K-4 Art	6(ii) School wide measure computed locally	Grade 4 NYS ELA Assessments
K-4 Physical Education	6(ii) School wide measure computed locally	Grade 4 NYS ELA Assessments

Family and Consumer Science 7	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
LOTE_ Spanish/French 7	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
Grade 5 Science	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
Technology Education 7-8	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
Technology Education 9-12	6(ii) School wide measure computed locally	NYS Regents Integrated Algebra and Regents ELA
5-8 Music	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
5-8 Art	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
5-8 Physical Education	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
k-4 Special Education	6(ii) School wide measure computed locally	Grade 4 NYS ELA Assessments
5-8 Special Education	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
9-12 Special Education	6(ii) School wide measure computed locally	NYS Regents Integrated Algebra and Regents ELA
Health 7	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
Health 11-12	6(ii) School wide measure computed locally	NYS Regents integrated Algebra and Regents ELA
LOTE_ Spanish/French 9-12	6(ii) School wide measure computed locally	NYS Regents Integrated Algebra and Regents ELA
K-4 Reading	6(ii) School wide measure computed locally	4 Grade NYS ELA Assessments
5-8 Reading	6(ii) School wide measure computed locally	Grades 5-8 NYS ELA Assessment
Economics/PIG 12	6(ii) School wide measure computed locally	NYS Regents Integrated Algebra and Regents ELA

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 Local Measure for the grades K-8 is measured by using a school-wide measure of student achievement based on NYS ELA. All teachers will share the same HEDI structure. The achievement goal for grades K-8 is 60% percent of all students will reach proficiency (at least a level 3) on the NYS ELA assessments.
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The achievement goal of 60% for grades K-8 in "other courses" will result in an effective rating and a score of 15 points.

Please see Table in 3.13

The Local Measure for the grades 9-12 is measured by using a school-wide measure of student achievement based on NYS ELA and integrated Algebra Regents for students graduating in June 2013. All teachers will share the same HEDI structure. The achievement goal for grades 9-12 is 35% percent of all students in the June 2013 graduation class cohort will reach the career and college readiness aspirational performance measure as defined by NYSED.

The 35% achievement goal will earn an effective rating and 13 points.

Please see tables in 3.13

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

K-8 Teachers will receive a rating of highly effective when the percentage of students meet or exceed the cutscore by 15% or more. 9-12 Teachers will receive a rating of highly effective when the percentage of students meet or exceed the cutscore by 9% or more.

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

K-8 Teachers will receive a rating of effective when the percentage of students meet or exceed the cutscore by 0 to 14 %. 9-12 Teachers will receive a rating of effective when the percentage of students meet or exceed the cutscore by 0 to 8 %.

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

K-8 Teachers will receive a rating of developing when the percentage of students meet or exceed the cutscore by decreases by 1 to 12%. 9-12 Teachers will receive a rating of developing when the percentage of students meet or exceed the cutscore by decreases by 1 to 6%.

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

K-8 Teachers will receive a rating of ineffective when the percentage of students meet or exceed the cutscore decreases by 13 % or more. 9-12 Teachers will receive a rating of ineffective when the percentage of students meet or exceed the cutscore decreases by 7% or more.

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

(No response)

3.13) HEDI Tables or Graphics

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

[assets/survey-uploads/5139/128547-y92vNseFa4/Phoenix 3.13_1.pdf](#)

3.14) Locally Developed Controls

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

No controls

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.

Due to the Phoenix CSD selection of school-wide achievement goals, no teacher will have more than one measure thus eliminating the need for calculating multiple locally selected measures.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

Created Monday, May 14, 2012

Updated Tuesday, November 27, 2012

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4.1) Teacher Practice Rubric

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

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

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

NYSUT Teacher Practice Rubric

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	34
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	26

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

All standards will be evaluated using the NYSUT Teacher Practice Rubric. Teachers will earn points based on evidence submitted, collected and evaluated using the NYSUT Practice Rubric. Points for each evaluated indicator will be assigned as follows: Ineffective = 1, Developing = 2, Effective = 3, Highly Effective = 4.

A raw score will be calculated to the nearest thousandth by the following method:

Total Points Collected/Number of Indicators evaluated

Example: Raw score = 255 points/79 indicators = 3.227

The raw score will then be converted to composite points as outlined in the attached table

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

assets/survey-uploads/5091/129075-eka9yMJ855/Rubric conversion chart for APPR - NYSUT rubric - Revised_1.docx

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	Teachers will receive a rating of highly effective for the "other measures" sub-component when they receive a final raw score of 3.5-4.0 as identified on the conversion chart.
Effective: Overall performance and results meet NYS Teaching Standards.	Teachers will receive a rating of effective for the "other measures" sub-component when they receive a final raw score of 2.5-3.4 as identified on the conversion chart.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Teachers will receive a rating of developing for the "other measures" sub-component when they receive a final raw score of 1.5 - 2.4 as identified on the conversion chart.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Teachers will receive a rating of ineffective for the "other measures" sub-component when they receive a final raw score of 1.0-1.4 as identified on the conversion chart.

Provide the ranges for the 60-point scoring bands.

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

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers Formal/Long	3
4.6) Observations of Probationary Teachers Informal/Short	1
4.6) Observations of Probationary Teachers Enter Total	4

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

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

- In Person
-

5. Composite Scoring (Teachers)

Created Friday, May 11, 2012

Updated Tuesday, November 27, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

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

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

Created Monday, May 14, 2012

Updated Tuesday, November 27, 2012

Page 1

6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/129076-Df0w3Xx5v6/Supportive Supervision Form \(TIP\) -Formal - June 2012_1.pdf](#)

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals

The district and association agree that no decisions with monetary implications (such as performance pay) will be derived from a teacher's overall composite rating of either effective or highly effective. Teachers rated effective or highly effective will not appeal their rating. Therefore, teachers with such a rating will be afforded the opportunity to write a written response to be added to the

annual evaluation.

If a tenured teacher receives an overall composite rating of developing or ineffective, they will have the right to complete the appeal form if the following conditions have been met:

1) The teacher has a specific area noted on the evaluation that he/she has documented proof is inaccurate

-and-

2) The maximum number of points that this discrepancy represents has the potential to move the individual's total points to a range of a higher ranking.

-or-

1) If the individual has documentation to show that the procedures required in the APPR were not followed.

In this case, tenured teachers may complete the appeal form. All appeals must be filed by September 14th. The supportive supervision process (Teacher Improvement Plan) will commence while the appeal process is taking place.

Stage 1) The form will first go to the principal of the building for review. If the principal agrees that an error has been made, the changes can be made immediately. If the building principal disagrees with the documentation provided, he/she will let the teacher know of their decision in writing within 2 weeks of receiving such appeal.

Stage 2) The teacher may then request the same documentation be reviewed by a review panel. This request must be made with 2 weeks of the dated written stage 1 decision. The APPR review panel will be made up of two members of the PCSTA (other than the teacher) selected by the PCSTA President and two evaluators (other than the building principal in stage 1) selected by the Superintendent. The identity of such a panel will be confidential and not shared with the appealing teacher. The teacher will be notified in writing of the decision of the panel within two weeks of receiving the stage 2 appeal. If the panel cannot reach a consensus on the appeal outcome, the appeal shall proceed to stage 3 and the teacher will be notified in writing within 2 weeks of receiving the appeal request.

Stage 3) Should consensus not be reached in stage 2 within 2 weeks of receiving the stage 2 appeal, the same documentation shall then be reviewed together by the APPR panel from stage 2 and the Superintendent. The Superintendent, or his/her designee (that was not on the panel or the stage 1 principal), and the APPR review panel will review the documentation provided from stage 2 and will have the right to make the changes to the teacher's score. If it is determined that the documentation does not prove the information inaccurate in the evaluation, the appeal may be denied. The teacher will be notified in writing of the decision within 2 weeks of receiving the stage 3 appeal. In this case, the teacher will have the right to add a response to his/her file which will be kept with the annual evaluation in the teacher's personnel file. Multiple appeals may not be filed for the same performance review. The stage 3 decision will be final and not be subject to the grievance procedure.

Non-tenured teachers will not have the right to appeal their overall composite score. Non-tenured teachers may add a response to the annual evaluation which will be kept in his/her personnel file with the annual evaluation.

6.4) Training and Certification of Lead Evaluators and Evaluators

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

Evaluator Training

The superintendent will ensure that all evaluators have been trained and that all lead evaluators have been trained and certified in accordance with regulation. The district will utilize the District and BOCES Network Team evaluator training and lead evaluator training and certification in accordance with SED procedures and processes. Lead evaluator training will include training on:

- The New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable;*
- Evidence-based observation techniques that are grounded in research;*
- Application and use of the student growth percentile model and the value-added growth model;*
- Application and use of the teacher or principal rubric(s), including training on the effective application of such rubrics to observe a*

teacher or principal's practice;

- 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.;
- Application and use of any locally selected measures of student achievement used by the district evaluate its teachers or principals;
- Use of the Statewide Instructional Reporting System;
- The scoring methodology 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; and
- Specific considerations in evaluating teachers and principals of English language learners and students with disabilities.
- Inter-rater reliability monthly training will take place on an ongoing basis to ensure proficiency among evaluators.

The superintendent will ensure that lead evaluators participate in annual training and are recertified on an annual basis. The District Network Team will be utilized to provide the training and recertification. Any individual who fails to achieve required training or certification or recertification, as applicable, shall not conduct or complete evaluations.

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

-
- Checked
-

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Friday, May 11, 2012

Updated Saturday, December 01, 2012

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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.

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):

5-8
9-12
(No response)

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

Please check the boxes below:

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

School or Program Type	SLO with Assessment Option	Name of the Assessment
Elementary School Grades K-4	State assessment	Grades 3 4 NYS ELA and Math Assessments

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

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	The Phoenix CSD will use both the NYS grade 4 ELA and Math assessments and the NYS grade 3 ELA and Math assessments to measure student growth. The State will provide the HEDI results for the Grade 4 ELA and Math SLOs which will then be weighted proportionally with the 3rd grade ELA and Math SLO (see HEDI below for Grade 3). Our process for establishing growth targets for Grade 3 ELA and Math requires principals and teachers to examine a variety of baseline data together to set rigorous, yet achievable targets. Data to be reviewed includes pre-assessment results as well as historical academic data. The principal will share the same HEDI structure for their Student Learning Objective (SLO). -13 effective points will be earned for achieving the district target (goal) of 80% -85-100% of students meeting their target will result in a highly effective score; -76-84% of students meeting their target will result in an effective score; -70-75% of students meeting their target will result in a developing score; -0-69% of students meeting their target will result in an ineffective score;
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Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	Principal will receive a rating of highly effective when 85 to 100% of the students meet their individual targets.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Principal will receive a rating of effective when 76 to 84% of the students meet their individual targets.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Principal will receive a rating of developing when 70 to 75% of the students meet their individual targets.
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	Principal will receive a rating of ineffective when 0 to 69% of the students meet their individual targets.

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

assets/survey-uploads/5365/128565-lha0DogRNw/7.3 Elem. Principal state growth measure- Phoenixcsd.docx

7.4) Special Considerations for Comparable Growth Measures

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

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

Controls used in setting targets for Comparable Growth Measures will be student prior academic history. Whether students have a disability, are English language learners, or are in poverty, appropriate targets can be established for them based on their prior academic achievement levels.

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	Checked

rights laws.	
7.6) Assurances -- Comparable Growth Measures Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
7.6) Assurances -- Comparable Growth Measures Assure that district will develop SLOs according to the rules established by NYSED for principal SLOs: http://usny.nysed.gov/rttt/teachers-leaders/slo/home.html .	Checked
7.6) Assurances -- Comparable Growth Measures Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educator performance in ways that improve student learning and instruction.	Checked
7.6) Assurances -- Comparable Growth Measures Assure that it is possible for a principal to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
7.6) Assurances -- Comparable Growth Measures Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked

8. Local Measures (Principals)

Created Monday, May 14, 2012

Updated Tuesday, November 27, 2012

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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.

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
5-8	(a) achievement on State assessments	NYS ELA Assessment Grades 5-8
9-12	(g) % achieving specific level on Regents or alternatives	NYS Regents ELA and Regents Integrated Algebra

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 Local Measure of the Principal for the grades 5-8 is measured by using a school-wide measure of student achievement based on NYS ELA. The achievement goal for grades 5-8 is 60% percent of all students will reach proficiency (at least a level 3) on the NYS ELA assessments.</p> <p>The achievement goal of 60% for grades 5-8 ELA will result an an effective rating and a score of 11 points.</p> <p>Please see Table in 8.1</p> <p>The Local Measure for the Principl of grades 9-12 is measured by using a school-wide measure of student achievement based on NYS ELA and integrated Algebra Regents for students graduating in June 2013. The achievement goal for grades 9-12 is 35% percent of all students in the June 2013 graduating class cohort will reach the career and college readiness aspirational performance measure as defined by NYSED.</p>
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The 35% achievement goal will earn an effective rating and 11 points.

Please see tables in 8.1

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

The grade 5-8 Principal will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

The 9-12 Principal will receive a rating of highly effective when 38 to 100% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) AND score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

The grade 5-8 Principal will receive a rating of effective when 48-62 % of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

The 9-12 Principal will receive a rating of effective when 29 to 37% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) AND who score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

The grade 5-8 Principal will receive a rating of developing when 36-47% of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

The 9-12 Principal will receive a rating of developing when 23 to 28% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) AND score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

The grade 5-8 Principal will receive a rating of ineffective when 0 -35% of all students achieve proficiency (at least level 3) on the NYS ELA assessment.

The 9-12 Principal will receive a rating of ineffective when 0 to 22% of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) AND score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

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

(No response)

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

<assets/survey-uploads/5366/129077-qBFVOWF7fC/Phoenix 8.1.pdf>

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
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K-4	(a) achievement on State assessments	NYS ELA Grade 4 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 Local Measure of the Principal for the grades K-4 is measured by using a school-wide measure of student achievement based on grade NYS ELA. The achievement goal for all students grades 4 ELA is 60% percent of all students will reach proficiency (at least a level 3) on the NYS ELA assessments.</p> <p>The achievement goal of 60% for grade 4 ELA will result an an effective rating and a score of 15 points.</p> <p>Please see Table in 8.2</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>The K-4 Principal will receive a rating of highly effective when 63 -100 % of all students achieve proficiency (at least level 3) on the NYS grade 4 ELA assessment.</p>
<p>Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The K-4 Principal will receive a rating of effective when 48-62% of all students achieve proficiency (at least level 3) on the NYS grade 4 ELA assessment.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The K-4 Principal will receive a rating of developing when 36-47% of all students achieve proficiency (at least level 3) on the NYS grade 4 ELA assessment.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The K-4 Principal will receive a rating of ineffective when 0-35% of all students achieve proficiency (at least level 3) on the NYS grade 4 ELA assessment.</p>

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)

<assets/survey-uploads/5366/129077-pi29aiX4bL/8.2 Phoenix.pdf>

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

(No response)

8.3) Locally Developed Controls

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

No controls

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.

Not Applicable

8.5) Assurances

Please check all of the boxes below:

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

9. Other Measures of Effectiveness (Principals)

Created Monday, May 14, 2012

Updated Tuesday, November 27, 2012

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9.1) Principal Practice Rubric

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

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

Marshall's Principal Evaluation Rubric

(No response)

9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

Yes

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

(No response)

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

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

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.	29
--	----

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

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

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

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

Note: When the State-approved survey list is posted, this form will be updated with dropdown menus of approved survey tools.

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

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.

Principal Practice Rubric

The Marshall Principal Practice Rubric (see appendix A) shall be used as the instrument to collect evidence that comprises the 60 points of the overall composite score. At least 7 of the indicators in each standard evaluated from the rubric shall be evidence collected from multiple school visitations and evidence submissions. At least 31 points will be derived from school visitations and the remaining 29 points shall be collected from evidence from multiple measures as outlined within the APPR Plan and the rubric.

All ISLLC Standards in the rubric will be evaluated over the progression of a school year. Individual indicators within the elements in the rubric shall be evaluated with minimums that have been identified in the rubric.

Principals will earn points based on evidence submitted, collected and evaluated using the MARSHALL Rubric. Points for each evaluated indicator will be assigned as follows:

Highly Effective = 4

Effective = 3

Developing = 2

Ineffective = 1

A raw score will be calculated to the nearest thousandth by the following method:

Total Points Collected/Number of Indicators evaluated

Example: Raw score = 156points/42 indicators = 3.714

Conversion of raw score to composite points

A table will be used to convert the raw score collected from the rubric to composite points to be used in the overall composite score.

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/5143/129079-pMADJ4gk6R/Copy of Copy of Rubric Score Chart - On One Page.xlsx](#)

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.	Principals will receive a rating of highly effective for the "other measures" sub-component when they receive a final raw score of 3.5-4.0 as identified on the conversion chart.
Effective: Overall performance and results meet standards.	Principals will receive a rating of highly effective for the "other measures" sub-component when they receive a final raw score of 2.5-3.4 as identified on the conversion chart.
Developing: Overall performance and results need improvement in order to meet standards.	Principals will receive a rating of highly effective for the "other measures" sub-component when they receive a final raw score of 1.5-2.4 as identified on the conversion chart.
Ineffective: Overall performance and results do not meet standards.	Principals will receive a rating of highly effective for the "other measures" sub-component when they receive a final raw score of 1.0-1.4 as identified on the conversion chart.

Please provide the locally-negotiated 60 point scoring bands.

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

9.8) School Visits

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

Probationary Principals

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

Tenured Principals

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

10. Composite Scoring (Principals)

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Updated Tuesday, November 27, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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

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

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Monday, May 14, 2012

Updated Tuesday, November 27, 2012

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

[assets/survey-uploads/5276/129082-Df0w3Xx5v6/Phoenix PIP.docx](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals

The district and association agree that no decisions with monetary implications (such as performance pay) will be derived from a Principal's overall composite rating of either effective or highly effective. Principals rated effective or highly effective will not appeal their rating. Therefore, Principals with such a rating will be afforded the opportunity to write a written response to be added to the annual evaluation.

If a tenured Principal receives an overall composite rating of developing or ineffective, they will have the right to complete the appeal form if the following conditions have been met:

1) The Principal has a specific area noted on the evaluation that he/she has documented proof is inaccurate

-and-

2) The maximum number of points that this discrepancy represents has the potential to move the individual's total points to a range of a higher ranking.

-or-

1) If the individual has documentation to show that the procedures required in the APPR were not followed.

In this case, tenured Principals may complete the appeal form. All appeals must be filed by September 14th. The supportive supervision process (Principal Improvement Plan) will commence while the appeal process is taking place.

Stage 1) The form will first go to the Superintendent of his/her designee for review. If the Superintendent agrees that an error has been made, the changes can be made immediately. If the Superintendent disagrees with the documentation provided, he/she will let the Principal know of their decision in writing within 2 weeks of receiving such appeal.

Stage 2) The Principal may then request the same documentation be reviewed by the BOCES District Superintendent or his/her designee. Such request must be made with 2 weeks of the date of the written response to stage 1. The Principal will be notified in writing of the decision of the BOCES Superintendent within two weeks of receiving the stage 2 appeal. The stage 2 decision will be final and not be subject to the grievance procedure.

Non-tenured Principals will not have the right to appeal their overall composite score. Non-tenured Principals may add a response to the annual evaluation which will be kept in his/her personnel file with the annual evaluation.

11.4) Training and Certification of Lead Evaluators and Evaluators

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

Evaluator Training

The superintendent will ensure that all evaluators have been trained and that all lead evaluators have been trained and certified in accordance with regulation. The district will utilize the District and BOCES Network Team evaluator training and lead evaluator training and certification in accordance with SED procedures and processes. Lead evaluator training will include training on:

- The New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable;*
- Evidence-based observation techniques that are grounded in research;*
- Application and use of the student growth percentile model and the value-added growth model;*
- Application and use of the Principal or principal rubric(s), including training on the effective application of such rubrics to observe a Principal or principal's practice;*
- Application and use of any assessment tools that the school district or BOCES utilizes to evaluate its classroom Principals or building principals, including but not limited to, structured portfolio reviews; student, parent. Principal and/or community surveys; professional growth goals and school improvement goals, etc.;*
- Application and use of any locally selected measures of student achievement used by the district evaluate its Principals or principals;*
- Use of the Statewide Instructional Reporting System;*
- The scoring methodology 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 Principal's or principal's overall rating and their subcomponent ratings; and*
- Specific considerations in evaluating Principals and principals of English language learners and students with disabilities.*
- Although the district currently has only one evaluator for 3 principals, the training for inter-rater reliability is on-going through Oswego BOCES training sessions.*

The superintendent will ensure that lead evaluators participate in annual training and are recertified on an annual basis. The District Network Team will be utilized to provide the training and recertification. Any individual who fails to achieve required training or certification or recertification, as applicable, shall not conduct or complete evaluations.

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 Friday, May 11, 2012

Updated Monday, December 03, 2012

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12.1) Upload the Joint Certification of the APPR Plan

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

[assets/survey-uploads/5581/128554-3Uqgn5g9Iu/Phoenix Central School District Certification Form.pdf](assets/survey-uploads/5581/128554-3Uqgn5g9Iu/Phoenix%20Central%20School%20District%20Certification%20Form.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.

Rubric Score Conversion Chart

Rubric Average	Points	Rubric Average	Points
4.0	60	1.300	37
3.9	60	1.292	36
3.8	59	1.283	35
3.7	59	1.275	34
3.6	59	1.267	33
3.5	59	1.258	32
3.4	58	1.250	31
3.3	58	1.242	30
3.2	58	1.233	29
3.1	58	1.225	28
3.0	58	1.217	27
2.9	57	1.208	26
2.8	57	1.200	25
2.7	57	1.192	24
2.6	57	1.185	23
2.5	57	1.177	22
2.4	56	1.169	21
2.3	55	1.162	20
2.2	55	1.154	19
2.1	54	1.146	18
2.0	53	1.138	17
1.9	52	1.131	16
1.8	52	1.123	15
1.7	51	1.115	14
1.6	50	1.108	13
1.5	50	1.100	12
1.400	49	1.092	11
1.392	48	1.083	10
1.383	47	1.075	9
1.375	46	1.067	8
1.367	45	1.058	7
1.358	44	1.050	6
1.350	43	1.042	5
1.342	42	1.033	4
1.333	41	1.025	3
1.325	40	1.017	2
1.317	39	1.008	1
1.308	38	1.000	0

Rubric Score Conversion Chart

Rubric Average	Points	Rubric Average	Points
4.0	60	1.300	37
3.9	60	1.292	36
3.8	59	1.283	35
3.7	59	1.275	34
3.6	59	1.267	33
3.5	59	1.258	32
3.4	58	1.250	31
3.3	58	1.242	30
3.2	58	1.233	29
3.1	58	1.225	28
3.0	58	1.217	27
2.9	57	1.208	26
2.8	57	1.200	25
2.7	57	1.192	24
2.6	57	1.185	23
2.5	57	1.177	22
2.4	56	1.169	21
2.3	56	1.162	20
2.2	55	1.154	19
2.1	55	1.146	18
2.0	54	1.138	17
1.9	54	1.131	16
1.8	53	1.123	15
1.7	52	1.115	14
1.6	51	1.108	13
1.5	50	1.100	12
1.400	49	1.092	11
1.392	48	1.083	10
1.383	47	1.075	9
1.375	46	1.067	8
1.367	45	1.058	7
1.358	44	1.050	6
1.350	43	1.042	5
1.342	42	1.033	4
1.333	41	1.025	3
1.325	40	1.017	2
1.317	39	1.008	1
1.308	38	1.000	0

Supportive Supervision Form (Formal)

<p>Teacher: <input style="width: 100%;" type="text"/></p> <p>Date of Plan: <input style="width: 100%;" type="text"/></p> <p><i>* teacher and support team should initial next to their names to indicate participation in supportive process</i></p>	<p>Support Team:</p> <p>Building Representative: <input style="width: 100%;" type="text"/></p> <p>Administrator: <input style="width: 100%;" type="text"/></p> <p>Administrator: <input style="width: 100%;" type="text"/></p> <p>Other: <input style="width: 100%;" type="text"/></p>	<p>Observations:</p> <p>Date #1 <input style="width: 80%;" type="text"/> Date #3 <input style="width: 80%;" type="text"/></p> <p>Date #2 <input style="width: 80%;" type="text"/> Date #4 <input style="width: 80%;" type="text"/></p>
<p>Area of Concern: <input style="width: 100%;" type="text"/></p>		
<p>Strategies for Growth (include resources to be utilized, individuals who might provide additional support, schedule for follow up observations):</p>		
<p>Timeline (duration of informal process, schedule of visitations, observations, meetings):</p>		
<p>Evaluation Outcome: <input style="width: 100%;" type="text"/></p>		
<p>Area of Concern: <input style="width: 100%;" type="text"/></p>		
<p>Strategies for Growth (include resources to be utilized, individuals who might provide additional support, schedule for follow up observations):</p>		
<p>Timeline (duration of informal process, schedule of visitations, observations, meetings):</p>		
<p>Evaluation Outcome: <input style="width: 100%;" type="text"/></p>		

Grades K-2 Growth on Phoenix CSD Developed Math & ELA Assessments Measure – August 2012

Assessment & Measure – Percentage of all students with achieving individual target goal on a locally developed grade K, 1, and 2 Math & ELA Exam.

Target – 80% of all students will achieve individual target goal on the locally developed Math & ELA assessments.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100%	86%	85%	84%	83%	82%	81%	80%	79%	78%	77%	76%	75%	74%	73%	72%	71%	70%	69%	68%	0-67%

Grades 3 Growth on NYS Math & ELA Assessments Measure – August 2012

Assessment & Measure – Percentage of all students with achieving individual target goal on the NYS grade 3 Math & ELA Exam.

Target – 80% of all students will achieve individual target goal on the NYS grade 3 Math & ELA assessments.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100%	86%	85%	84%	83%	82%	81%	80%	79%	78%	77%%	76%%	75%	74%	73%	72%	71%	70%	69%	68%	0-67%

Grades 6-8 Growth on Science Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual targets on the NYS grade 8 and Oswego BOCES developed grades 6 & 7 Science assessments for all students.

Target – 80% of all students will achieve individual target goals on the 2013 grade 6-8 Science Exams (as described above).

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Grades 6-8 Growth on Social Studies Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual targets on the Monroe 2 BOCES developed (grade 6) and Oswego BOCES developed grades 7 & 8 Social Studies assessments for all students.

Target – 80% of all students will achieve individual target goal on the 2013 grade 6-8 Social Studies assessments (as described above).

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Growth on Global 9, 10 and American History Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual targets on the NYS Regents Global and American History Exams for all students.

Target – 80% of all students will achieve the individual target goal set on the 2013 Regents Exams(as described above).

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Growth on Regents Science Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual targets on the Regents Earth Science, Living Environment, Chemistry, and Physics Exams for all students.

Target – 80% of all students will achieve individual target goal on the 2013 Regents Science Exams (as described above).

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Growth on Math Regents Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual targets on the Regents Math Exams for all students.

Target – 80% of all students will achieve individual target goal on the 2013 Regents math Exams.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Growth on ELA Regents Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual target goal on the NYS Regents ELA Exam.

Target – 80% of all students will achieve individual target goal on the 2013 Regents ELA Exam.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Grade 5 Science Growth on Math Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual targets on the NY State Grade 5 Math Exam for all students in grade 5.

Target – 80% of all students will achieve individual target goal on the 2013 grade 5 Math Exams.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Growth for Courses with BOCES Developed Assessments Measure – August 2012

Assessment & Measure – Percentage of all students reaching individual targets on BOCES Developed assessments for all students.

Target – 80% of all students will achieve individual target goal on the 2013 various BOCES developed assessments.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Grades 5-8 Special Education Growth on State ELA Assessments Measure –

August 2012

Assessment & Measure – Percentage of students reaching individual target on the NYS ELA assessments for all students in grades 5-8.

Target – 80% of all students will achieve individual target goal on the 2013 grades NYS 5-8 ELA assessments.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77	76	75%	74	73	72	71	70	69	68	0-67

Grades 9-12 Special Education Growth on State ELA Assessments Measure – August 2012

Assessment & Measure – Percentage of students reaching individual targets on the NYS Regents ELA Exam.

Target – 80% of all students will achieve individual target goal set on the 2013 Regents NYS ELA Exam.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77	76	75%	74	73	72	71	70	69	68	0-67

Grades K-2 Special Education Growth on Phoenix CSD Math & ELA Assessments Measure – August 2012

Assessment & Measure – Percentage of students reaching individual targets on the Phoenix CSD developed ELA and Math assessments for all students in grades K-2.

Target – 80% of all students will achieve individual target goal on the 2013 locally developed assessments (as described above).

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77	76	75%	74	73	72	71	70	69	68	0-67

Grade 3 Special Education Growth on State ELA and Math Assessments Measure – August 2012

Assessment & Measure – Percentage of students reaching individual targets on the NYS grade 3 Math & ELA assessments for all students in grade 3.

Target – 80% of all students will achieve individual target goal on the 2013 NYS assessments (as described above).

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77	76	75%	74	73	72	71	70	69	68	0-67

Phoenix Grades 4 ELA/MATH– Locally Selected Measure – August 2012

Assessment & Measure – Percentage of students passing (Level 3s + Level 4s) on the NYS ELA Exam for all students in grade 4.

Target – 60 percent of all students in grades 3 and 4 will reach proficiency (at least a level 3) on the NYS ELA Exam.

	HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
15 Point Scale	15	14	13	12	<u>11</u>	10	9	8	7	6	5	4	3	2	1	0
	65-100	63-64	62	61	58-60	54-57	51-53	48-50	46-47	44-45	42-43	39-41	36-38	34-35	32-33	0-31

Phoenix Grades 5-8 ELA/Math – Locally Selected Measure – August 2012

Assessment & Measure – Percentage of students passing (Level 3s + Level 4s) on the NYS ELA Exam for all students in grades 5, 6, 7 and 8.

Target – 60 percent of all students will perform at proficiency level (at least level 3) on the NYS ELA Exam in grades 5, 6, 7 and 8.

	HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
	15	14	13	12	<u>11</u>	10	9	8	7	6	5	4	3	2	1	0
15 Point Scale	65-100	63-64	62	61	58-60	54-57	51-53	48-50	46-47	44-45	42-43	39-41	36-38	34-35	32-33	0-31

Phoenix Grades K-3 ELA/Math – Locally Selected Measure – August 2012

Assessment & Measure – Percentage of students passing (Level 3s + Level 4s) on the NYS ELA Exam for all students in grade 4.

Target – 60 percent of all students in grades 3 and 4 will reach proficiency (at least a level 3) on the NYS ELA Exam.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	65-100	64	63	62	61	60	58-59	56-57	54-55	52-53	50-51	48-49	46-47	44-45	42-43	40-41	38-39	36-37	34-35	32-33	0-31

Phoenix Grades 5-8 (other than 5-8 ELA/Math) – Locally Selected Measure – August 2012

Assessment & Measure – Percentage of students passing (Level 3s + Level 4s) on the NYS ELA Exam for all students in grades 5, 6, 7 and 8.

Target – 60 percent of all students will perform at proficiency level (at least level 3) on the NYS ELA Exam in grades 5, 6, 7 and 8.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING						INEFFECTIVE		
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	65-100	64	63	62	61	60	58-59	56-57	54-55	52-53	50-51	48-49	46-47	44-45	42-43	40-41	38-39	36-37	34-35	32-33	0-31

Phoenix Grades 5-8 – Locally Selected Measure – August 2012

All Other Courses and Subjects

Assessment & Measure – Percentage of students passing (Level 3s + Level 4s) on the NYS ELA Exam for all students in grades 5, 6, 7 and 8.

Target – 60 percent of all students will perform at proficiency level (at least level 3) on the NYS ELA Exam in grades 5, 6, 7 and 8.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	65-100	64	63	62	61	60	58-59	56-57	54-55	52-53	50-51	48-49	46-47	44-45	42-43	40-41	38-39	36-37	34-35	32-33	0-31

Phoenix Grades 9-12 – Locally Selected Measure – August 2012

All Courses and Subjects

Assessment & Measure – The percent of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) score 80 or higher on a NYS Regents mathematics assessment AND score 75 or higher on the NYS Regents English assessment (Aspirational Performance Measure).

Target – 35 percent of the students in June 2013 graduating class cohort will have reached the career and college readiness aspirational performance measure.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	42-100	41	40	39	38	37	36	35	34	33	32	31	30	29	28	27	26	25	24	23	0-22

RUBRIC SCORE TO SUB-COMPONENT CONVERSION CHART

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

Total Average Rubric Score	Category	Conversion Score for Composite
1.317		39
1.325		40
1.333		41
1.342		42
1.350		43
1.358		44
1.367		45
1.375		46
1.383		47
1.392		48
1.400		49
Developing 50-56		
1.5		50
1.6		50
1.7		51
1.8		52
1.9		52
2		53
2.1		54
2.2		55
2.3		55
2.4		56
Effective 57-58		
2.5		57
2.6		57
2.7		57
2.8		57
2.9		57
3		58
3.1		58
3.2		58
3.3		58
3.4		58
Highly Effective 59-60		
3.5		59
3.6		59
3.7		59
3.8		59
3.9		60
4		60

Phoenix Central School District
Principal Improvement Plan

Principal _____ School year plan is based on _____ Assignment was ^{Principal,} _____

Assignment, ensuing school year _____
Principal, _____

Date of related APPR (attach copy) _____ Date of PIP conference _____

I. List area(s) to be improved, citing from principal's evaluation and correlating with District APPR criteria:

II. Specific objectives for improvement:

III. Plan for self-improvement (activities and timeline):

IV. District plan to assist principal to improve performance (activities and timeline):

V. Criteria for measurement of progress:

VI. Date outcome of plan is to be evaluated:

Principal's Signature: _____ Date: _____

Superintendent's Signature: _____ Date: _____

Growth on Grade 3 & 4 ELA and Math Assessments Measure – August 2012

For I

Assessment & Measure – Percentage of all students reaching individual targets on the grade 3 ELA & Math exams and grade 4 ELA and Math Exams for all students.

Target – 80% of all students will achieve individual target goal on the 2013 NYS Assessments.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	87-100	86	85	84	83	82	81	80	79	78	77%	76	75	74	73	72	71	70	69	68	0-67

Phoenix Grades 5-8 – Locally Selected Measure – August 2012

Principal Locally Selected Measure

Assessment & Measure – Percentage of students passing (Level 3s + Level 4s) on the NYS ELA Exam for all students in grades 5, 6, 7 and 8.

Target – 60 percent of all students will perform at proficiency level (at least level 3) on the NYS ELA Exam in grades 5, 6, 7 and 8.

	HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
	15	14	13	12	<u>11</u>	10	9	8	7	6	5	4	3	2	1	0
15 Point Scale	65-100	63-64	62	61	60	56-59	52-55	48-51	46-47	44-45	42-43	40-41	36-39	34-35	32-33	0-31

Phoenix Grades 9-12 – Locally Selected Measure – August 2012

Principal Locally Selected Measure

Assessment & Measure – The percent of students in the total cohort who will graduate as of June 30, 2013 (after 4 years) AND score 80 or higher on a Regents mathematics assessment AND score 75 or higher on the Regents English assessment (Aspirational Performance Measure).

Target – 35 percent of the students in June 2013 graduating class cohort will have reached the career and college readiness aspirational performance measure.

	HIGHLY EFFECTIVE		EFFECTIVE						DEVELOPING					INEFFECTIVE		
	15	14	13	12	<u>11</u>	10	9	8	7	6	5	4	3	2	1	0
15 Point Scale	40-100	38-39	37	36	35	33-34	31-32	29-30	28	27	26	24-25	23	22	21	0-20

Phoenix Grades K-4 – Locally Selected Measure – August 2012

Principal Locally Selected Measure

Assessment & Measure – Percentage of students passing (Level 3s + Level 4s) on the grade 4 NYS ELA Exam for all students in grade 4.

Target – 60 percent of all students in grades 4 will reach proficiency (at least a level 3) on the grade 4 NYS ELA Exam.

	HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING					INEFFECTIVE			
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
20 Point Scale	65-100	64	63	62	61	60	58-59	56-57	54-55	52-53	50-51	48-49	46-47	44-45	42-43	40-41	38-39	36-37	34-35	32-33	0-31

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

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

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

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

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

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

Signatures, dates

Superintendent Signature: Date: 11/30/12

Judith Belfield

Teachers Union President Signature: Date: 11/30/12

David Webb

Administrative Union President Signature: Date: 11/30/12

LSusan B. Anderson

Board of Education President Signature: Date: 11-30-12

Earl Rudy