



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

Commissioner of Education  
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February 28, 2014

**Revised**

Dr. Valencia F. Douglas, Superintendent  
Pocantico Hills Central School District  
599 Bedford Road  
Sleepy Hollow, NY 10591

Dear Superintendent Douglas:

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

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

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

Thank you again for your hard work.

Sincerely,

  
John B. King, Jr.  
Commissioner

Attachment

c: Harold Coles

**NOTE:**

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

# Annual Professional Performance Reviews

Created Tuesday, April 30, 2013

Updated Thursday, August 08, 2013

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## 1

### Disclaimers

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district or BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the APPR Plan approved by the Department. The Department also reserves the right to request further information from the school district or BOCES, as necessary, as part of its review.

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

### 1. SCHOOL DISTRICT INFORMATION

#### 1.1) School District's BEDS Number : 660802040000

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

660802040000

#### 1.2) School District Name: POCANTICO HILLS CSD

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

POCANTICO HILLS CSD

#### 1.3) Assurances

Please check all of the boxes below:

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

1.3) Assurances | Assure that it is understood that this district/BOCES' APPR plan will be posted in its entirety on the NYSED website following approval Checked

## 1.4) Submission Status

For BOCES or charter schools that did not have an approved APPR plan for the 2012-13 school year only, is this a first-time submission, a re-submission, or a submission of material changes to an approved APPR plan? For districts, BOCES or charter schools that did have an approved APPR plan for the 2012-13 school year, this must be listed as a submission of material changes to the approved APPR plan.

Submission of material changes to an approved APPR plan

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

Created Tuesday, April 30, 2013

Updated Thursday, February 20, 2014

### Page 1

#### STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

While most teachers of 4-8 Common Branch, ELA and Math will have state-provided measures, some may teach other courses 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, the State-provided growth measure will be used for 20 points in this subcomponent. NYSED will provide a HEDI subcomponent rating category and score from 0 to 20 points.

#### 2.1) Assurances

Please check the boxes below:

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

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

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

**For core subjects: 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 3<sup>rd</sup> party assessments; or

District, regional or BOCES-developed assessments provided that it is rigorous and comparable across classrooms  
**For other grades/subjects: district-determined assessments from options below may be used as evidence of student learning within the SLO:**

State assessments, *required if one exists*

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

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

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

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

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

## 2.2) Grades K-3 ELA

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

|   | ELA                                 | Assessment                                     |
|---|-------------------------------------|--|
| K | State-approved 3rd party assessment | Measures of Academic Progress (Primary Grades) |
| 1 | State-approved 3rd party assessment | Measures of Academic Progress (Primary Grades) |
| 2 | State-approved 3rd party assessment | Measures of Academic Progress (ELA)            |

|   | ELA              | Assessment                 |
|---|------------------|----------------------------|
| 3 | State assessment | 3rd Grade State Assessment |

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

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

The Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District. Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.

For students in grades K-2 tied to the MAP Assessment (Primary Grades) - Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a minimum rigor expectation for growth equivalent to

or greater than the 85th percentile nationally. If the student scores at or above the 85th percentile or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. The teacher's HEDI score will be the mean of his/her students' HEDI scores.

In the case of a State Assessment, the district will establish individual growth targets using pre-assessment data. Based upon the overall percentage of students who meet or exceed their individualized growth targets, a corresponding 0-20 HEDI score will be determined using the district's approved HEDI table. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.

|   |  |
|---|--|
| Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test). | 20 points= 96-100%<br>19 points= 91-95%<br>18 points= 86-90%   |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).                   | 17 points= 83-85%<br>16 points= 80-82%<br>15 points= 77-79%<br>14 points= 74-76%<br>13 points= 71-73%<br>12 points= 68-70%<br>11 points= 65-67%<br>10 points= 62-64%<br>9 points= 59-61% |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).              | 8 points= 55-58%<br>7 points= 51-54%<br>6 points= 47-50%<br>5 points= 43-46%<br>4 points= 39-42%<br>3 points= 35-38%   |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).        | 2 points= 23-34%<br>1 points= 11-22%<br>0 points= 0-10%  |

## 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 | State-approved 3rd party assessment | Measures of Academic Progress (Primary Grades) |
| 1 | State-approved 3rd party assessment | Measures of Academic Progress (Primary Grades) |
| 2 | State-approved 3rd party assessment | Measures of Academic Progress (Math)           |

|   | Math             | Assessment                 |
|---|------------------|----------------------------|
| 3 | State assessment | 3rd Grade State Assessment |

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

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

Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District. Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.

For students in grades K-2 tied to the MAP Assessment (Primary Grades) - Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a minimum rigor expectation for growth equivalent to or greater than the 85th percentile nationally.

If the student scores at or above the 85th percentile or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. The teacher's HEDI score will be the mean of his/her students' HEDI scores.

In the case of a State Assessment, the district will establish individual growth targets using pre-assessment data. Based upon the overall percentage of students who meet or exceed their individualized growth targets, a corresponding 0-20 HEDI score will be determined using the district's approved HEDI table. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.

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

20 points= 96-100%  
19 points= 91-95%  
18 points= 86-90%

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

17 points= 83-85%  
16 points= 80-82%  
15 points= 77-79%  
14 points= 74-76%  
13 points= 71-73%  
12 points= 68-70%  
11 points= 65-67%  
10 points= 62-64%  
9 points= 59-61%

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

8 points= 55-58%  
7 points= 51-54%  
6 points= 47-50%  
5 points= 43-46%  
4 points= 39-42%  
3 points= 35-38%

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

2 points= 23-34%  
1 points= 11-22%  
0 points= 0-10%

## 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 | PNW BOCES Developed 6th Grade Science Assessment        |
| 7 | District, regional or BOCES-developed assessment | Pocantico Hills Developed- 7th Grade Science Assessment |
|   | Science  | Assessment  |
| 8 | State assessment                                 | 8th Grade State Science Assessment                      |

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

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

Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District. Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.

For students in grade 6 science, each student will have an individual target set by the district equivalent to 50% of the available remaining score points above the pre-assessment score or a post assessment score of 90% or better. In the case of a student scoring 90% or above on the pre-assessment, they are expected to achieve/maintain a minimum rigor expectation of growth level of 90%. Each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a minimum rigor expectation of growth level equivalent to or greater than 90%.

If the student scores at or above 90% or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. The teacher's HEDI score will be the mean of his/her students' HEDI scores. In the case of a State Assessment, the district will establish individual growth targets using pre-assessment data. Based upon the overall percentage of students who meet or exceed their individualized growth targets, a corresponding 0-20 HEDI score will be determined using the district's approved HEDI table. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.

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

20 points= 96-100%  
19 points= 91-95%

|  |  |
|--|--|
|  | 18 points= 86-90%  |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).            | 17 points= 83-85%<br>16 points= 80-82%<br>15 points= 77-79%<br>14 points= 74-76%<br>13 points= 71-73%<br>12 points= 68-70%<br>11 points= 65-67%<br>10 points= 62-64%<br>9 points= 59-61% |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).       | 8 points= 55-58%<br>7 points= 51-54%<br>6 points= 47-50%<br>5 points= 43-46%<br>4 points= 39-42%<br>3 points= 35-38%   |
| Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test). | 2 points= 23-34%<br>1 points= 11-22%<br>0 points= 0-10%  |

## 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 | Pocantico Hills Developed Grade 6 Social Studies Assessment |
| 7 | District, regional or BOCES-developed assessment | Pocantico Hills Developed Grade 7 Social Studies Assessment |
| 8 | District, regional or BOCES-developed assessment | Pocantico Hills Developed Grade 8 Social Studies Assessment |

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

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

Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District. Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.

Each student will have an individual target set by the district equivalent to 50% of the available remaining score points above the pre-assessment score or a post assessment score of 90% or better. In the case of a student scoring 90% or above on the pre-assessment, they are expected to achieve/maintain a minimum rigor expectation for growth level of 90%. Each student will produce a 0-20 HEDI score based upon their growth

toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than 90%.  
 If the student scores at or above 90% or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. The teacher's HEDI score will be the mean of his/her students' HEDI scores.  
 Based upon the overall percentage of students who meet or exceed their individualized growth targets, a corresponding 0-20 HEDI score will be determined using the district's approved HEDI table. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.

|   |  |
|---|--|
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students. | 20 points= 96-100%<br>19 points= 91-95%<br>18 points= 86-90%   |
| Effective (9 - 17 points) Results meet District goals for similar students.                   | 17 points= 83-85%<br>16 points= 80-82%<br>15 points= 77-79%<br>14 points= 74-76%<br>13 points= 71-73%<br>12 points= 68-70%<br>11 points= 65-67%<br>10 points= 62-64%<br>9 points= 59-61% |
| Developing (3 - 8 points) Results are below District goals for similar students.              | 8 points= 55-58%<br>7 points= 51-54%<br>6 points= 47-50%<br>5 points= 43-46%<br>4 points= 39-42%<br>3 points= 35-38%   |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students.        | 2 points= 23-34%<br>1 points= 11-22%<br>0 points= 0-10%  |

## 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                       | Not applicable | Not applicable |
| Social Studies Regents Courses |                | Assessment     |
| Global 2                       | Not applicable | Not applicable |
| American History               | Not applicable | Not applicable |

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

|   |     |
|---|-----|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | N/A |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students.   | N/A |
| Effective (9 - 17 points) Results meet District goals for similar students.   | N/A |
| Developing (3 - 8 points) Results are below District goals for similar students.  | N/A |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students.  | N/A |

## 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 | Not applicable          | Not applicable |
| Earth Science      | Not applicable          | Not applicable |
| Chemistry          | Not applicable          | Not applicable |
| Physics            | Not applicable          | Not applicable |

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

|   |     |
|---|-----|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | N/A |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students.   | N/A |
| Effective (9 - 17 points) Results meet District goals for similar students.   | N/A |
| Developing (3 - 8 points) Results are below District goals for similar students.  | N/A |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students.  | N/A |

## 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  | Not applicable     | Not applicable     |
| Algebra 2 | Not applicable     | Not applicable     |

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

NOTE: For Algebra 1, please specify whether your district will be offering the Integrated Algebra Regents, the Common Core Algebra Regents, or both and how the HEDI process will be adjusted accordingly.

|   |   |
|---|---|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | <p>In the case of a Regents exam, the district will establish individual growth targets using pre-assessment data. Based upon the overall percentage of students who meet or exceed their individualized growth targets, a corresponding 0-20 HEDI score will be determined using the district's approved HEDI table. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.</p> <p>If students enrolled in Common Core courses will be administered the NYS Integrated Algebra Regents, along with the NYS Common Core Algebra Regents, the higher score will be used for APPR purposes.</p> |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students.   | <p>20 points= 96-100%<br/> 19 points= 91-95%<br/> 18 points= 86-90%</p>   |
| Effective (9 - 17 points) Results meet District goals for similar students.   | <p>17 points= 83-85%<br/> 16 points= 80-82%<br/> 15 points= 77-79%<br/> 14 points= 74-76%<br/> 13 points= 71-73%<br/> 12 points= 68-70%<br/> 11 points= 65-67%<br/> 10 points= 62-64%<br/> 9 points= 59-61%</p>   |
| Developing (3 - 8 points) Results are below District goals for similar students.  | <p>8 points= 55-58%<br/> 7 points= 51-54%<br/> 6 points= 47-50%<br/> 5 points= 43-46%<br/> 4 points= 39-42%<br/> 3 points= 35-38%</p>   |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students.  | <p>2 points= 23-34%<br/> 1 points= 11-22%<br/> 0 points= 0-10%</p>  |

## 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  | Not applicable              | Not applicable |
| Grade 10 ELA | Not applicable              | Not applicable |
| Grade 11 ELA | Not applicable              | Not applicable |

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

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

|   |     |
|---|-----|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below. | N/A |
| Highly Effective (18 - 20 points) Results are well-above District goals for similar students.   | N/A |
| Effective (9 - 17 points) Results meet District goals for similar students.   | N/A |
| Developing (3 - 8 points) Results are below District goals for similar students.  | N/A |
| Ineffective (0 - 2 points) Results are well-below District goals for similar students.  | N/A |

## 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  |
|---|---------------------------------------|---|
| Art                                     | District, Regional or BOCES-developed | Pocantico Hills Developed- Art Course Specific Assessment                                     |
| English as a Second Language            | State Assessment                      | NYSESLAT  |
| Family and Consumer Science             | District, Regional or BOCES-developed | Pocantico Hills Developed- Family and Consumer Science Course Specific Assessment             |
| Library Media                           | District, Regional or BOCES-developed | Pocantico Hills Developed- Library Media Course Specific Assessment                           |
| Music                                   | District, Regional or BOCES-developed | Pocantico Hills Developed- Music Course Specific Assessment                                   |
| Physical Education                      | District, Regional or BOCES-developed | Pocantico Hills Developed- Physical Education Course Specific Assessment                      |
| Reading                                 | State-approved 3rd party assessment   | Measures of Academic Progress (ELA)   |
| Science Technology Engineering and Math | District, Regional or BOCES-developed | Pocantico Hills Developed- Science Technology Engineering and Math Course Specific Assessment |

|                |                                       |  |
|----------------|---------------------------------------|--|
| World Language | District, Regional or BOCES-developed | Pocantico Hills Developed- World Language Course Specific Assessment |
|----------------|---------------------------------------|--|

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

|  |   |
|--|---|
| <p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.</p> | <p>Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District. Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.</p> <p>Each student will have an individual target set by the district equivalent to 50% of the available remaining score points above the pre-assessment score or a post assessment score of 90% or better. In the case of a student scoring 90% or above on the pre-assessment, they are expected to achieve/maintain a minimum rigor expectation for growth level of 90%. Each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a minimum rigor expectation for growth level equivalent to or greater than 90%.</p> <p>If the student scores at or above 90% or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. The teacher's HEDI score will be the mean of his/her students' HEDI scores. Based upon the overall percentage of students who meet or exceed their individualized growth targets, a corresponding 0-20 HEDI score will be determined using the district's approved HEDI table. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another. For Reading Teachers tied to the MAP Assessment (Grade Specific)- Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a minimum rigor expectation for growth level equivalent to or greater than the 85th percentile nationally.</p> |
|--|---|

|  |  |
|--|--|
| <p>Highly Effective (18 - 20 points) Results are well-above District goals for similar students.</p> | <p>20 points= 96-100%<br/>19 points= 91-95%<br/>18 points= 86-90%</p>  |
| <p>Effective (9 - 17 points) Results meet District goals for similar students.</p>                   | <p>17 points= 83-85%<br/>16 points= 80-82%<br/>15 points= 77-79%<br/>14 points= 74-76%<br/>13 points= 71-73%<br/>12 points= 68-70%<br/>11 points= 65-67%<br/>10 points= 62-64%</p> |

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9 points= 59-61%

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

8 points= 55-58%  
7 points= 51-54%  
6 points= 47-50%  
5 points= 43-46%  
4 points= 39-42%  
3 points= 35-38%

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

2 points= 23-34%  
1 points= 11-22%  
0 points= 0-10%

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.

(No response)

## 2.12) Locally Developed Controls

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

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

The goal is for each student to maximize his or her greatest potential. Consequently, while we will not be implementing any adjustments or controls, we will be monitoring each individual student's progress and achievement on the locally developed assessments within various sub-groups.

## 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: <a href="http://www.engageny.org/resource/student-learning-objectives-guidance-document">http://www.engageny.org/resource/student-learning-objectives-guidance-document</a> ). | 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 Tuesday, April 30, 2013

Updated Wednesday, February 12, 2014

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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. Additionally, please provide a brief explanation in the HEDI general description box of why you have listed the grade/course as "Not Applicable" (e.g., district/BOCES does not offer this grade/subject; common branch teacher).

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

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

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

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

**Growth or achievement measure(s) from these options.**

***One or more of the following types of local measures of student growth or achievement may be used for the evaluation of teachers. The options in the drop-down menus below are abbreviated from the following list:***

Measures based on:

- 1) The change in percentage of a teacher’s students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students’ level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7<sup>th</sup> grade math State assessment compared to those same students’ performance levels on the 6<sup>th</sup> grade math State assessment, or an increase in the percentage of a teacher’s students earning the advanced performance level (four) on the 4<sup>th</sup> grade ELA or math State assessments compared to those students’ performance levels on the 3<sup>rd</sup> grade ELA or math State assessments)
  
- 2) Teacher specific growth score computed by the Department based on the percent of the teacher’s students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
  
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in subclause 1) or 2) of this clause
  
- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
  
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms
  
- 6) A school-wide measure of either student growth or achievement based on either:
  - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
  - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms.

### 3.1) Grades 4-8 ELA

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

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

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 Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.</p> <p>Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.</p> <p>Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than the 90th percentile nationally. If the student’s proficiency is at or above the 90th percentile nationally or the student reaches the target, the student will produce a 20. If not, that student’s HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student’s HEDI score. Each teacher will receive the same HEDI score, which will be equivalent to the mean of every student’s HEDI scores on the MAP Assessments K-8. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher’s HEDI score to move from one HEDI scoring band into another.</p> |
| <p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>  | <p>15 points= 93-100%<br/>14 points= 86-92%</p>   |
| <p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>   | <p>13 points= 82-85%<br/>12 points= 77-81%<br/>11 points= 73-76%<br/>10 points= 69-72%<br/>9 points= 65-68%<br/>8 points= 61-64%</p>  |
| <p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>   | <p>7 points= 56-60%<br/>6 points= 51-55%<br/>5 points= 46-50%<br/>4 points= 41-45%<br/>3 points= 36-40%</p>   |
| <p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>   | <p>2 points= 24-35%<br/>1 point= 12-23%<br/>0 points= 0-11%</p>   |

### 3.2) Grades 4-8 Math

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

|   | Locally-Selected Measure from List of Approved Measures | Assessment                           |
|---|---|--------------------------------------|
| 4 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (Math) |
| 5 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (Math) |
| 6 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (Math) |
| 7 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (Math) |
| 8 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (Math) |

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 Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.</p> <p>Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.</p> <p>Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than the 90th percentile nationally. If the student’s proficiency is at or above the 90th percentile nationally or the student reaches the target, the student will produce a 20. If not, that student’s HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student’s HEDI score. Each teacher will receive the same HEDI score, which will be equivalent to the mean of every student’s HEDI scores on the MAP Assessments K-8. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher’s HEDI score to move from one HEDI scoring band into another.</p> |
| <p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>  | <p>15 points= 93-100%<br/>14 points= 86-92%</p>   |
| <p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>   | <p>13 points= 82-85%<br/>12 points= 77-81%<br/>11 points= 73-76%<br/>10 points= 69-72%<br/>9 points= 65-68%<br/>8 points= 61-64%</p>  |

|  |  |
|--|--|
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.       | 7 points= 56-60%<br>6 points= 51-55%<br>5 points= 46-50%<br>4 points= 41-45%<br>3 points= 36-40% |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 2 points= 24-35%<br>1 point= 12-23%<br>0 points= 0-11%   |

### 3.3) HEDI Tables or Graphics

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

assets/survey-uploads/12149/586720-rhJdBgDruP/APPR Conversion Table 13-14.xls

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

**Growth or achievement measure(s) from these options.**

*One or more of the following types of local measures of student growth or achievement may be used for the evaluation of teachers. The options in the drop-down menus below are abbreviated from the following list:*

Measures based on:

- 1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7<sup>th</sup> grade math State assessment compared to those same students' performance levels on the 6<sup>th</sup> grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4<sup>th</sup> grade ELA or math State assessments compared to those students' performance levels on the 3<sup>rd</sup> grade ELA or math State assessments)
- 2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in 1) or 2), above
- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

6) A school-wide measure of either student growth or achievement based on either:

(i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or

(ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms

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

### 3.4) Grades K-3 ELA

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

|   | Locally-Selected Measure from List of Approved Measures | Assessment                                     |
|---|---|--|
| K | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (Primary Grades) |
| 1 | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (Primary Grades) |
| 2 | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (ELA)            |
| 3 | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (ELA)            |

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

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

|   |  |
|---|--|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | <p>The Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.</p> <p>Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.</p> <p>Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than the 90th percentile nationally.</p> |
|---|--|

If the student's proficiency is at or above the 90th percentile nationally or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. Each teacher will receive the same HEDI score, which will be equivalent to the mean of every student's HEDI scores on the MAP Assessments K-8. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.

|   |  |
|---|--|
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 20 points= 96-100%<br>19 points= 91-95%<br>18 points= 86-90%   |
| Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.                   | 17 points= 83-85%<br>16 points= 80-82%<br>15 points= 77-79%<br>14 points= 74-76%<br>13 points= 71-73%<br>12 points= 68-70%<br>11 points= 65-67%<br>10 points= 62-64%<br>9 points= 59-61% |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.            | 8 points= 55-58%<br>7 points= 51-54%<br>6 points= 47-50%<br>5 points= 43-46%<br>4 points= 39-42%<br>3 points= 35-38%   |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.      | 2 points= 23-34%<br>1 points= 11-22%<br>0 points= 0-10%  |

### 3.5) Grades K-3 Math

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

|   | Locally-Selected Measure from List of Approved Measures | Assessment                                     |
|---|---|--|
| K | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (Primary Grades) |
| 1 | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (Primary Grades) |
| 2 | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (Math)           |
| 3 | 6(ii) School-wide measure computed locally              | Measures of Academic Progress (Math)           |

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

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

|  |   |
|--|---|
| <p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p> | <p>The Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.</p>  |
|  | <p>Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.</p>  |
|  | <p>Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than the 90th percentile nationally. If the student's proficiency is at or above the 90th percentile nationally or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. Each teacher will receive the same HEDI score, which will be equivalent to the mean of every student's HEDI scores on the MAP Assessments K-8. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.</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>20 points= 96-100%<br/>19 points= 91-95%<br/>18 points= 86-90%</p>   |
| <p>Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>   | <p>17 points= 83-85%<br/>16 points= 80-82%<br/>15 points= 77-79%<br/>14 points= 74-76%<br/>13 points= 71-73%<br/>12 points= 68-70%<br/>11 points= 65-67%<br/>10 points= 62-64%<br/>9 points= 59-61%</p>   |
| <p>Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.</p>  | <p>8 points= 55-58%<br/>7 points= 51-54%<br/>6 points= 47-50%<br/>5 points= 43-46%<br/>4 points= 39-42%<br/>3 points= 35-38%</p>  |
| <p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>  | <p>2 points= 23-34%<br/>1 points= 11-22%<br/>0 points= 0-10%</p>  |

### 3.6) Grades 6-8 Science

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

|   | Locally-Selected Measure from List of Approved Measures | Assessment                                 |
|---|---|--|
| 6 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| 7 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| 8 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |

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 Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.  |
|   | Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.  |
|   | Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than the 90th percentile nationally. If the student's proficiency is at or above the 90th percentile nationally or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. Each teacher will receive the same HEDI score, which will be equivalent to the mean of every student's HEDI scores on the MAP Assessments K-8. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another. |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | 20 points= 96-100%<br>19 points= 91-95%<br>18 points= 86-90%   |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | 17 points= 83-85%<br>16 points= 80-82%<br>15 points= 77-79%<br>14 points= 74-76%<br>13 points= 71-73%<br>12 points= 68-70%<br>11 points= 65-67%<br>10 points= 62-64%<br>9 points= 59-61%   |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | 8 points= 55-58%<br>7 points= 51-54%<br>6 points= 47-50%<br>5 points= 43-46%<br>4 points= 39-42%<br>3 points= 35-38%   |

|  |                  |
|--|------------------|
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 2 points= 23-34% |
|  | 1 points= 11-22% |
|  | 0 points= 0-10%  |

### 3.7) Grades 6-8 Social Studies

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

|   | Locally-Selected Measure from List of Approved Measures | Assessment                                 |
|---|---|--|
| 6 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| 7 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| 8 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |

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

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

|  |   |
|--|---|
| <p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p> | <p>The Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.</p> <p>Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.</p> <p>Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than the 90th percentile nationally. If the student’s proficiency is at or above the 90th percentile nationally or the student reaches the target, the student will produce a 20. If not, that student’s HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student’s HEDI score. Each teacher will receive the same HEDI score, which will be equivalent to the mean of every student’s HEDI scores on the MAP Assessments K-8. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher’s HEDI score to move from one HEDI scoring band into another.</p> |
|--|---|

|   |                    |
|---|--------------------|
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 20 points= 96-100% |
|   | 19 points= 91-95%  |
|   | 18 points= 86-90%  |

|  |                   |
|--|-------------------|
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.            | 17 points= 83-85% |
|  | 16 points= 80-82% |
|  | 15 points= 77-79% |
|  | 14 points= 74-76% |
|  | 13 points= 71-73% |
|  | 12 points= 68-70% |
|  | 11 points= 65-67% |
|  | 10 points= 62-64% |
|  | 9 points= 59-61%  |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.       | 8 points= 55-58%  |
|  | 7 points= 51-54%  |
|  | 6 points= 47-50%  |
|  | 5 points= 43-46%  |
|  | 4 points= 39-42%  |
|  | 3 points= 35-38%  |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 2 points= 23-34%  |
|  | 1 points= 11-22%  |
|  | 0 points= 0-10%   |

### 3.8) High School Social Studies

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

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

|                  | Locally-Selected Measure from List of Approved Measures | Assessment |
|------------------|---|------------|
| Global 1         | Not applicable  | N/A        |
| Global 2         | Not applicable  | N/A        |
| American History | Not applicable  | N/A        |

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. | N/A |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | N/A |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | N/A |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |

### 3.9) High School Science

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

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

|                    | Locally-Selected Measure from List of Approved Measures | Assessment |
|--------------------|---|------------|
| Living Environment | Not applicable  | N/A        |
| Earth Science      | Not applicable  | N/A        |
| Chemistry          | Not applicable  | N/A        |
| Physics            | Not applicable  | N/A        |

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. | N/A |
| Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | N/A |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |
| Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |

### 3.10) High School Math

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

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

|           | Locally-Selected Measure from List of Approved Measures | Assessment |
|-----------|---|------------|
| Algebra 1 | Not applicable  | N/A        |
| Geometry  | Not applicable  | N/A        |
| Algebra 2 | Not applicable  | N/A        |

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

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

NOTE: As applicable, please specify whether your district will be offering the Integrated Algebra Regents, the Common Core Algebra Regents, or both and how the HEDI process will be adjusted accordingly.

|   |     |
|---|-----|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | N/A |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | N/A |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | N/A |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |

### 3.11) High School English Language Arts

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

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

|              | Locally-Selected Measure from List of Approved Measures | Assessment |
|--------------|---|------------|
| Grade 9 ELA  | Not applicable  | N/A        |
| Grade 10 ELA | Not applicable  | N/A        |
| Grade 11 ELA | Not applicable  | N/A        |

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

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

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

|   |     |
|---|-----|
| Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below. | N/A |
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | N/A |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.   | N/A |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.  | N/A |

### 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                                 |
|---|---|--|
| Art                                     | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| English as a Second Language            | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| Family and Consumer Science             | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| Library Media                           | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| Music                                   | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| Physical Education                      | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| Science Technology Engineering and Math | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| Reading                                 | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |
| World Language                          | 6(ii) School wide measure computed locally              | Measures of Academic Progress (ELA & Math) |

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 Pocantico Hills administration worked closely with the Pocantico Hills Teachers Association via the APPR Committee to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District. |
|---|---|

Detailed and customized data reports from the Lower Hudson Regional Information Center will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.

Each student will have an individual target set by the vendor based upon their fall baseline assessment. In the spring each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than the 90th percentile nationally. If the student's proficiency is at or above the 90th percentile nationally or the student reaches the target, the student will produce a 20. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. Each teacher will receive the same HEDI score, which will be equivalent to the mean of every student's HEDI scores on the MAP Assessments K-8. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.

|  |  |
|--|--|
| Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject. | 20 points= 96-100%<br>19 points= 91-95%<br>18 points= 86-90%   |
| Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.                    | 17 points= 83-85%<br>16 points= 80-82%<br>15 points= 77-79%<br>14 points= 74-76%<br>13 points= 71-73%<br>12 points= 68-70%<br>11 points= 65-67%<br>10 points= 62-64%<br>9 points= 59-61% |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.               | 8 points= 55-58%<br>7 points= 51-54%<br>6 points= 47-50%<br>5 points= 43-46%<br>4 points= 39-42%<br>3 points= 35-38%   |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.         | 2 points= 23-34%<br>1 points= 11-22%<br>0 points= 0-10%  |

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

(No response)

### 3.13) HEDI Tables or Graphics

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

(No response)

### 3.14) Locally Developed Controls

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

The goal is for each student to maximize his or her greatest potential. Consequently, while we will not be implementing any adjustments or controls, we will be monitoring each individual student's progress and achievement on the locally developed assessments within various sub-groups.

### 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.

A teacher with more than one locally selected measure or SLO will receive a single composite HEDI score by weighting the HEDI scores of each of the teacher's measures in proportion to the percentage of students within each class. This is in accordance with examples set forth by NYSED.

Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher's HEDI score to move from one HEDI scoring band into another.

### 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 Tuesday, April 30, 2013

Updated Wednesday, January 29, 2014

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### Page 1

#### 4.1) Teacher Practice Rubric

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

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

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

Danielson's Framework for Teaching (2011 Revised Edition)

Not Applicable

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

|  |    |
|--|----|
| Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points] | 36 |
| 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  |

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

(No response)

### 4.3) Survey Tools (if applicable)

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

(No response)

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

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

### 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.

As illustrated by the attached charts, the Pocantico Hills Central School District assigned overall point totals to each of Danielson's four Domains to equal a total of 60 points, as well as specific points for each Component within each Domain. Components within Domains 2 and 3, worth a total of 16 and 20 points respectively, will be evaluated based upon observations by trained administrators. Each component in Domains 2 and 3 will generate one score and if that component is scored multiple times it will be averaged to generate that one score. Components in Domains 1 and 4, worth a total of 12 points each, will be evaluated based upon evidence

submitted by teachers.

Additionally, it has been agreed that if a teacher earns a “Highly Effective” rating for any given Component, that teacher will be awarded 100% of that Component’s point value. If a teacher earns an “Effective” rating for any given Component, that teacher will be awarded 93% of that Component’s point value. If a teacher earns a “Developing” rating for any given Component, that teacher will be awarded 83% of that Component’s point value. If a teacher earns an “Ineffective” rating for any given Component, that teacher will be awarded 0% of that Component’s point value. Once the Components have been evaluated, the scores will be combined into a single score between 0 and 60.

We understand the composite score must be reported in whole numbers. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a teacher’s HEDI score to move from one HEDI scoring band into another.

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/12179/586721-eka9yMJ855/Pocantico Hills Composite Score APPR Worksheet.xls

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.                      | The highly effective teacher performance is designated by the critical attributes set forth for a "Distinguished" teacher as defined in Charlotte Danielson's "The Framework for Teaching 2011, Revised Edition Appendix A" rubric. |
| Effective: Overall performance and results meet NYS Teaching Standards.                               | The effective teacher performance is designated by the critical attributes set forth for a "Proficient" teacher as defined in Charlotte Danielson's "The Framework for Teaching 2011, Revised Edition Appendix A" rubric.           |
| Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards. | The developing teacher performance is designated by the critical attributes set forth for a "Basic" teacher as defined in Charlotte Danielson's "The Framework for Teaching 2011, Revised Edition Appendix A" rubric.               |
| Ineffective: Overall performance and results do not meet NYS Teaching Standards.                      | The ineffective teacher performance is designated by the critical attributes set forth for an "Unsatisfactory" teacher as defined in Charlotte Danielson's "The Framework for Teaching 2011, Revised Edition Appendix A" rubric.    |

Provide the ranges for the 60-point scoring bands.

|                  |       |
|------------------|-------|
| Highly Effective | 58-60 |
| Effective        | 53-57 |
| Developing       | 36-52 |
| Ineffective      | 0-35  |

## 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

|   |   |
|---|---|
| 4.6) Observations of Probationary Teachers   Formal/Long    | 2 |
| 4.6) Observations of Probationary Teachers   Informal/Short | 2 |
| 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    | 1 |
| 4.7) Observations of Tenured Teachers   Informal/Short | 1 |
| 4.7) Observations of Tenured Teachers   Total          | 2 |

By trained in-school peer teachers or other trained reviewers

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

Independent evaluators

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

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

- 
- In Person
- 

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

- 
- In Person
-

# 5. Composite Scoring (Teachers)

Created Tuesday, April 30, 2013

Updated Wednesday, November 06, 2013

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## Page 1

### **Standards for Rating Categories**

#### **Growth or Comparable Measures**

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

#### **Other Measures of Effectiveness (Teacher and Leader standards)**

#### **Highly Effective**

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

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

Overall performance and results exceed NYS Teaching Standards.

#### **Effective**

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

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

Overall performance and results meet NYS Teaching Standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

Where there is no Value-Added measure

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

**Overall Composite Score**  
**Highly Effective**  
**18-20**  
**18-20**  
**Ranges determined locally--see below**  
**91-100**  
**Effective**  
**9-17**  
**9-17**  
**75-90**  
**Developing**  
**3-8**  
**3-8**  
**65-74**  
**Ineffective**  
**0-2**  
**0-2**  
**0-64**

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

|                  |       |
|------------------|-------|
| Highly Effective | 58-60 |
| Effective        | 53-57 |
| Developing       | 36-52 |
| Ineffective      | 0-35  |

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

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

**Overall Composite Score**  
**Highly Effective**  
**22-25**  
**14-15**  
**Ranges determined locally--see above**

**91-100**  
**Effective**  
**10-21**  
**8-13**  
**75-90**  
**Developing**  
**3-9**  
**3-7**  
**65-74**  
**Ineffective**  
**0-2**  
**0-2**  
**0-64**

# 6. Additional Requirements - Teachers

Created Tuesday, April 30, 2013

Updated Thursday, February 20, 2014

## Page 1

### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

|   |         |
|---|---------|
| 6.1) Assurances -- Improvement Plans<br>  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<br>  Assure that TIP plans shall include: identification of needed areas of improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed, and, where appropriate, differentiated activities to support a teacher's improvement in those areas | Checked |

### 6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/5265/146314-Df0w3Xx5v6/Pocantico Hills TIP\_1.doc

### 6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

A. A teacher who receives an ineffective rating on their APPR, as well as a tenured teacher who receives a developing rating on the HEDI Band for the local 60 point evaluation, shall be entitled to appeal their annual APPR rating, based upon a paper submission

(including email) to the Central Office administrative designee of the Superintendent of Schools, who shall be adequately trained and certified, if available in the evaluation rubric, trained in accordance with the requirements of statute and regulations and who possesses either an SDA or SDL Certification.

B. The appeal must be brought in writing (including email), specifying the area(s) of concern, but limited to those matters that may be appealed as prescribed in Section 3012-c of the Education Law. Further, a teacher who is placed on a Teacher Improvement Plan ("TIP") shall have a corresponding right to appeal concerns regarding the TIP in accordance with the requirements set forth in Section 3012-c of the Education Law.

C. An appeal of an annual composite APPR score and/or a TIP must be commenced within ten (10) school days of the presentation of the document to the teacher or else the right to appeal shall be deemed waived in all regards; provided, however, that in the case of a probationary teacher, if the manual composite APPR score is issued during the summer recess period, the time to appeal for probationary teachers shall be twenty-five (25) calendar days. In the interest of sound pedagogy, a teacher shall have a right to appeal a TIP within ten (10) school days of its issuance if it does not meet the requirements of a TIP as described in this APPR Plan Document.

D. The Superintendent's administrative designee shall respond to the appeal with a written answer granting the appeal and directing further administrative action or deny the appeal. The Superintendent or the Superintendent's administrative designee shall review the evidence underlying the observations of the teacher along with all other evidence submitted by the teacher prior to rendering a decision. Such decision shall be made within fifteen (15) school days of the receipt of the appeal. If the Superintendent or the Superintendent's administrative designee fails to render a decision within fifteen (15) school days of the receipt of the appeal, then the appeal will be sustained. In the event that the teacher is unsatisfied with the result of the appeal, a further appeal may be taken to the Superintendent of Schools within fifteen (15) school days of receipt of the Superintendent's designee's decision upon the appeal.

E. The Superintendent shall make his or her decision in writing regarding the further appeal within fifteen (15) school days of receipt of that appeal. The decision of the Superintendent so long as the decision is made within the timeframe set forth in this paragraph shall be final and binding in all regards and shall not be subject to review at arbitration, before any administrative agency or in any court of law. In the event that a decision is not made within the time frame of fifteen school days, the appeal will be sustained.

F. 1. Notwithstanding the above, in the event that a tenured teacher has received two consecutive ineffective APPR evaluation ratings, the second tier appeal shall be to an arbitrator selected on a rotating basis from an agreed upon list (see note 1) who shall make a final and binding decision upon the appeal of the APPR evaluation and/or the teacher improvement plan within 15 calendar days of the close of the hearing. The hearing shall be held within thirty-five (35) days from the date that the teacher submitted the appeal. The documentation to be furnished to the Arbitrator on behalf of the tenured teacher and by the District shall be exchanged between the tenured teacher and the administration on an immediate basis at the time of submission to the Arbitrator. In the event that either party has a question regarding the authenticity of such documentation, the same shall be presented in writing immediately to the arbitrator and copied to the other party for the arbitrator's review and consideration.

G. The provisions set forth above, shall neither be construed to alter or affect the rights of probationary teachers pursuant to Section 3031 of the New York State Education Law.

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

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

All evaluators, including the lead evaluator, in the Pocantico Hills Central School District have been fully trained and certified in accordance with NYSED regulations through thorough training and certification programs and workshops offered by regional BOCES. Certification occurs after training is complete and will reoccur annually. For example, all evaluators completed the 20-hour workshop entitled "Professional Performance Review of Teachers," offered through Putnam/Northern Westchester BOCES' Center for Educational Leadership. "The NYSED Network Team Turn Key Series for Recertification of Lead Evaluators- Annual Training Required of all Administrators for APPR Implementation" is a two day training program covering 13 hours of training where evaluators will be trained in all 9 required content areas as listed in 30-2.9. This required training program for lead evaluators is designed to reflect on the experience of year 1 implementation of APPR requirements. Participants will work to refine observation skills and conversations with colleagues on improved student learning. The implementation of the Common Core standards will be emphasized, as will using assessment to improve instruction. The APPR tolls of Student Learning Objectives and local assessments will be a basis of discussion. Framed in terms of the required components of the lead evaluator training, this series enables districts to certify participants as lead prior to completing final teacher evaluations in the spring of 2014 and beyond. Districts are encouraged to attend as teams. New York State Metrics and Expectations will be addressed and will provide a framework for discussion.

To ensure inter-rater reliability, evaluators formally and regularly share and discuss best practices, common templates, and the nature and quality of evidence within observations as they relate to Danielson's Framework for Teaching. During the 2013-2014 school year and beyond, additional professional development opportunities will be explored to further strengthen skills and consistency.

## 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 Tuesday, April 30, 2013

Updated Wednesday, November 06, 2013

## Page 1

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

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

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

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

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

|               |
|---------------|
| K-8           |
| (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(s) provided by NYSED will be used, where applicable              | Checked |
| 7.2) Assurances -- State-Provided Measures of Student Growth   Assure that the State-provided growth measure will be used if a value-added measure has not been approved | Checked |

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

Student Learning Objectives will be the other comparable growth measures for principals in buildings or programs in which fewer than 30% of students take Grades 4-8 ELA, Math, and/or High School courses with State or Regents assessments. SLOs will be developed

using the assessments covering the most students in the school or program and continuing until at least 30% of students in the school or program are covered by SLOs. The district must select the type of assessment that will be used with the SLO from the options below.

If any grade/course in the building has a State-provided growth measure AND the principal must have SLOs because fewer than 30% of students in the building are covered, then the SLOs will begin first with the SGP/VA results.

Additional SLOs will then be set based on grades/subjects with State assessments, where applicable.

If additional SLOs are necessary, principals must begin with the grade(s)/course(s) that have the largest number of students using school-wide student results from one of the following assessment options: State-approved 3rd party or district/regional/BOCES-developed assessments that are rigorous and comparable across classrooms.

State assessments, *required if one exists*

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

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

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

| School or Program Type | SLO with Assessment Option | Name of the Assessment |
|------------------------|----------------------------|------------------------|
|------------------------|----------------------------|------------------------|

Describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to principals based on SLO results, consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance. Please describe the process your district is using to measure student growth on the assessments listed for this Task. If applicable, please also include a description of the process for combining the State-provided growth score with the SLO(s) for this Task.

|  |                |
|--|----------------|
| Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below. | Not Applicable |
| Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).                        | Not Applicable |
| Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).  | Not Applicable |
| Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).                                     | Not Applicable |
| Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).                               | Not Applicable |

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

(No response)

## 7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

## 7.5) Principals with More Than One Growth Measure

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

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

## 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

|   |         |
|---|---------|
| 7.6) Assurances -- Comparable Growth Measures   Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.  | Checked |
| 7.6) Assurances -- Comparable Growth Measures   Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.  | Checked |
| 7.6) Assurances -- Comparable Growth Measures   Assure that procedures for ensuring data accuracy and integrity are being utilized.   | Checked |
| 7.6) Assurances -- Comparable Growth Measures   Assure that district will develop SLOs according to the rules established by NYSED for principal SLOs:<br><a href="http://www.engageny.org/resource/student-learning-objectives-guidance-document">http://www.engageny.org/resource/student-learning-objectives-guidance-document</a> . | 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 Tuesday, April 30, 2013

Updated Wednesday, February 12, 2014

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## Page 1

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

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

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

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

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

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

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9<sup>th</sup> and/or 10<sup>th</sup> grade credit accumulation and/or the percentage of students that pass 9<sup>th</sup> and/or 10<sup>th</sup> grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades

| Grade Configuration/Program | Locally-Selected Measure from List of Approved Measures | Assessment                                |
|-----------------------------|---|---|
| K-8                         | (d) measures used by district for teacher evaluation    | Measures of Academic Progress (ELA, Math) |

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 Pocantico Hills Superintendent worked closely with the Pocantico Hills Principal to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.</p> <p>Detailed and customized data reports from the Lower Hudson Regional Information Center and other sources will be analyzed whenever available for the appropriate students and classes, for the purpose of understanding their various strengths and weaknesses related to the Standards-based performance indicators.</p> <p>Pre-assessments and post-assessments will be administered within the respective intervals. After the pre-assessment is given, growth targets will then be set by the district and MAP vendor.</p> <p>Each student will have an individual target set by the district equivalent to 50% of the available remaining score points above the pre-assessment score or a post assessment score of 90% or better. In the case of a student scoring 90% or above on the pre-assessment, they are expected to achieve/maintain a minimum proficiency level of 90%. Each student will produce a 0-20 HEDI score based upon their growth toward the target, reaching the target, or achieving a proficiency level equivalent to or greater than 90%.</p> |
|--|--|

If the student's proficiency is at or above 90% or the student reaches the target, the student will produce a 15. If not, that student's HEDI score will be based on the percentage of the expected growth that they achieved. The conversion table will serve as a guide for computing the student's HEDI score. The principal's HEDI score will be the mean of teachers' HEDI scores.

Based upon the overall percentage of students who meet or exceed their individualized growth targets, a corresponding 0-15 HEDI score will be determined using the district's approved HEDI table. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a principal's HEDI score to move from one HEDI scoring band into another.

Once post-assessments are scored, an individual HEDI score will be assigned to each student in the class based upon the rate of improvement that each student made toward his/her individual target. A principal's overall HEDI score will be equivalent to the mean of the students' individual HEDI scores. The Principal's HEDI score will be an average of all the student's HEDI scores in his/her building.

Normal rounding rules will apply to the nearest whole number.

\*Attached is a 0-20 point conversion chart.

|   |  |
|---|--|
| Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | 15 points= 93-100%<br>14 points= 86-92%  |
| Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.                    | 13 points= 82-85%<br>12 points= 77-81%<br>11 points= 73-76%<br>10 points= 69-72%<br>9 points= 65-68%<br>8 points= 61-64% |
| Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.              | 7 points= 56-60%<br>6 points= 51-55%<br>5 points= 46-50%<br>4 points= 41-45%<br>3 points= 36-40%                         |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.        | 2 points= 24-35%<br>1 point= 12-23%<br>0 points= 0-11%   |

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/12190/586725-qBFVOWF7fC/APPR Conversion Table 13-14.xls

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

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

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

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

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

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

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below. N/A

|   |     |
|---|-----|
| Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject. | N/A |
| Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.                    | N/A |
| Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.              | N/A |
| Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.        | N/A |

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

(No response)

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

(No response)

### 8.3) Locally Developed Controls

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

Not applicable

### 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.

The Principal's HEDI score will be a composite of the student's HEDI scores. Normal rounding rules to the nearest whole number will apply. However, in no case shall rounding cause a principal's HEDI score to move from one HEDI scoring band into another.

### 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' | Check |

|   |       |
|---|-------|
| performance in ways that improve student learning and instruction.  |       |
| 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 Tuesday, April 30, 2013

Updated Wednesday, January 29, 2014

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## Page 1

### 9.1) Principal Practice Rubric

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

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

Multidimensional Principal Performance Rubric

(No response)

### 9.2) Points Within Other Measures

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

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

(No response)

### 9.3) Assurances -- Goals

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

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

|  |               |
|--|---------------|
| 9.3) Assurances -- Goals   Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance). | (No response) |
|--|---------------|

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

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

|  |               |
|--|---------------|
| 9.4) Sources of Evidence (if applicable)   Structured feedback from teachers using a State-approved tool | (No response) |
|--|---------------|

|  |               |
|--|---------------|
| 9.4) Sources of Evidence (if applicable)   Structured feedback from students using a State-approved tool | (No response) |
|--|---------------|

|  |               |
|--|---------------|
| 9.4) Sources of Evidence (if applicable)   Structured feedback from families using a State-approved tool | (No response) |
|--|---------------|

|  |               |
|--|---------------|
| 9.4) Sources of Evidence (if applicable)   School visits by other trained evaluators | (No response) |
|--|---------------|

|   |               |
|---|---------------|
| 9.4) Sources of Evidence (if applicable)   Review of school documents, records, and/or State accountability processes (all count as one source) | (No response) |
|---|---------------|

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

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

(No response)

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

|   |               |
|---|---------------|
| Principal Evaluation Tripod School Perception Survey for Teachers | (No response) |
|---|---------------|

|  |               |
|--|---------------|
| K12 Insight Student Survey (Grades 3-5) for Principal Evaluation in New York | (No response) |
|--|---------------|

|   |               |
|---|---------------|
| K12 Insight Student Survey (Grades 6-12) for Principal Evaluation in New York | (No response) |
|---|---------------|

|  |               |
|--|---------------|
| K12 Insight Parent Survey for Principal Evaluation in New York | (No response) |
|--|---------------|

|   |               |
|---|---------------|
| K12 Insight Teacher/Staff Survey for Principal Evaluation in New York | (No response) |
|---|---------------|

|   |               |
|---|---------------|
| District variance   | (No response) |
| Principal Evaluation Tripod School Perception Survey (Combined Parent Survey)   | (No response) |
| Principal Evaluation Tripod School Perception Survey (Combined Student Surveys) | (No response) |
| NYC School Survey-2012 Parent Survey  | (No response) |
| NYC School Survey-2012 Student Survey   | (No response) |
| NYC School Survey-2012 Teacher Survey   | (No response) |

## 9.6) Assurances

Please check all of the boxes below:

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

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

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

The Pocantico Hills Superintendent worked closely with the Pocantico Hills Principal to develop a comprehensive plan that reflects the values and mission of the Pocantico Hills Central School District.

The HEDI score for the Principal is based upon the evaluation of the ISLLC 2008 Standards for Principals using the Multidimensional Principal Performance Review (MPPR) Rubric. A point value has been assigned to each of the eighteen elements in the six domains plus four elements under the heading of goal setting and attainment. The domains and elements have been aligned with the ISLLC 2008 Standards. These point values add up to sixty.

The 60 points shall be available to the principal based upon a broad assessment of leadership and management actions as assessed using the Multidimensional Principal Performance Rubric. A trained administrator will make multiple school visits, one of which being unannounced. From these visits, the administrator will assign a rating for each element within the performance rubric, gathered holistically from the totality of the evidence observed.

As illustrated by the attached charts, the Pocantico Hills Central School District assigned overall point totals to each Domain within the Multidimensional Principal Performance Rubric (MPPR) to equal a total of 60 points, as well as specific points for each Element within each Domain.

Additionally, it has been agreed that if the Principal earns a "Highly Effective" rating for any given Element, that Principal will be awarded 100% of that Element's point value. If the Principal earns an "Effective" rating for any given Element, that Principal will be awarded 93% of that Element's point value. If the Principal earns a "Developing" rating for any given Element, that Principal will be awarded 83% of that Element's point value. If the Principal earns an "Ineffective" rating for any given Element, that Principal will be awarded 0% of that Element's point value. Once the points for each Element has been assigned, the scores will be combined into a single score between 0 and 60. We understand the composite score must be reported in whole numbers. Normal rounding rules will apply and in no case shall rounding cause a principal's HEDI score to move from one HEDI scoring band into another.

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/5143/145992-pMADJ4gk6R/Principal APPR 60-Point Worksheet Pocantico Hills Submission.xls

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.                      | Principal's overall performance and leadership exceeds the standards consistent with the descriptors in the ISLLC 2008 Standards and the MPPR.                            |
| Effective: Overall performance and results meet standards.                               | Principal's overall performance and leadership meets the standards consistent with the descriptors in the ISLLC 2008 Standards and the MPPR.                              |
| Developing: Overall performance and results need improvement in order to meet standards. | Principal's overall performance and leadership needs improvement in order to meet the standards consistent with the descriptors in the ISLLC 2008 Standards and the MPPR. |
| Ineffective: Overall performance and results do not meet standards.                      | Principal's overall performance and leadership does not meet the standards consistent with the descriptors in the ISLLC 2008 Standards and the MPPR.                      |

Please provide the locally-negotiated 60 point scoring bands.

|                  |       |
|------------------|-------|
| Highly Effective | 58-60 |
| Effective        | 53-57 |
| Developing       | 36-52 |
| Ineffective      | 0-35  |

## 9.8) School Visits

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

### **Probationary Principals**

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

### **Tenured Principals**

|                          |   |
|--------------------------|---|
| By supervisor            | 2 |
| By trained administrator | 0 |

|                                  |   |
|----------------------------------|---|
| By trained independent evaluator | 0 |
| Enter Total                      | 2 |

# 10. Composite Scoring (Principals)

Created Tuesday, April 30, 2013

Updated Thursday, August 08, 2013

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## Page 1

### **Standards for Rating Categories**

#### **Growth or Comparable Measures**

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

##### **Other Measures of Effectiveness (Teacher and Leader standards)**

#### **Highly Effective**

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

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

Overall performance and results exceed ISLLC leadership standards.

#### **Effective**

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

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

Overall performance and results meet ISLLC leadership standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

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

**Overall Composite Score**  
**Highly Effective**  
**18-20**  
**18-20**  
**Ranges determined locally--see below**  
**91-100**  
**Effective**  
**9-17**  
**9-17**  
**75-90**  
**Developing**  
**3-8**  
**3-8**  
**65-74**  
**Ineffective**  
**0-2**  
**0-2**  
**0-64**

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

|                  |       |
|------------------|-------|
| Highly Effective | 58-60 |
| Effective        | 53-57 |
| Developing       | 36-52 |
| Ineffective      | 0-35  |

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

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

**Overall Composite Score**  
**Highly Effective**  
**22-25**

**14-15**

**Ranges determined locally--see above**

**91-100**

**Effective**

**10-21**

**8-13**

**75-90**

**Developing**

**3-9**

**3-7**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 11. Additional Requirements - Principals

Created Tuesday, April 30, 2013

Updated Friday, February 21, 2014

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## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

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

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

[assets/survey-uploads/5276/146359-Df0w3Xx5v6/Pocantico Hills PIP\\_1.doc](#)

### 11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

A. A principal who receives an ineffective rating on their APPR, as well as a tenured principal who receives a developing rating on the HEDI Band for the local 60 point evaluation, shall be entitled to appeal their annual APPR rating, based upon a paper submission (including email) to the Central Office administrative designee of the Superintendent of Schools, who shall be adequately trained and certified, if available in the evaluation rubric, trained in accordance with the requirements of statute and regulations and who possesses either an SDA or SDL Certification.

B. The appeal must be brought in writing (including email), specifying the area(s) of concern, but limited to those matters that may be appealed as prescribed in Section 3012-c of the Education Law. Further, a principal who is placed on a Principal Improvement Plan (“PIP”) shall have a corresponding right to appeal concerns regarding the PIP in accordance with the requirements set forth in Section 3012-c of the Education Law.

C. An appeal of an annual composite APPR score and/or a PIP must be commenced within ten (10) school days of the presentation of the document to the principal or else the right to appeal shall be deemed waived in all regards; provided, however, that in the case of a probationary principal, if the annual composite APPR score is issued during the summer recess period, the time to appeal for probationary principals shall be twenty-five (25) calendar days. In the interest of sound pedagogy, a principal shall have a right to appeal a PIP within ten (10) school days of its issuance if it does not meet the requirements of a TIP as described in this APPR Plan Document.

D. The Superintendent’s administrative designee shall respond to the appeal with a written answer granting the appeal and directing further administrative action or deny the appeal. The Superintendent or the Superintendent’s administrative designee shall review the evidence underlying the observations of the principal along with all other evidence submitted by the principal prior to rendering a decision. Such decision shall be made within fifteen (15) school days of the receipt of the appeal. If the Superintendent or the Superintendent’s administrative designee fails to render a decision within fifteen (15) school days of the receipt of the appeal, then the appeal will be sustained. In the event that the principal is unsatisfied with the result of the appeal, a further appeal may be taken to the Superintendent of Schools within two weeks of receipt of the Superintendent’s designee’s decision upon the appeal.

E. The Superintendent shall make his or her decision in writing regarding the further appeal within fifteen (15) school days of receipt of that appeal. The decision of the Superintendent so long as the decision is made within the timeframe set forth in this paragraph shall be final and binding in all regards and shall not be subject to review at arbitration, before any administrative agency or in any court of law. In the event that a decision is not made within the time frame of fifteen school days, the appeal will be sustained.

F. 1. Notwithstanding the above, in the event that a tenured principal has received two consecutive ineffective APPR evaluation ratings, the second tier appeal shall be to an arbitrator selected on a rotating basis from an agreed upon list (see note 1) who shall make a final and binding decision upon the appeal of the APPR evaluation and/or the principal improvement plan within fifteen (15) calendar days of the close of the hearing. The hearing shall be held within thirty-five (35) calendar days from the date that the principal submitted the appeal. The documentation to be furnished to the Arbitrator on behalf of the tenured principal and by the District shall be exchanged between the tenured principal and the administration on an immediate basis at the time of submission to the Arbitrator. In the event that either party has a question regarding the authenticity of such documentation, the same shall be presented in writing immediately to the arbitrator and copied to the other party for the arbitrator’s review and consideration.

G. The provisions set forth above, shall neither be construed to alter or affect the rights of probationary principals pursuant to Section 3031 of the New York State Education Law.

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

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

All evaluators, including the lead evaluator, in the Pocantico Hills Central School District have been fully trained and certified in accordance with NYSED regulations through thorough training and certification programs and workshops offered by regional BOCES. Certification will occur at the end of training and recertification will occur annually. For example, all evaluators completed the 20-hour workshop entitled "Professional Performance Review of Teachers," and additional training included “NYS Recertification for Lead Evaluators of Principals,” offered through Putnam/Northern Westchester BOCES' Center for Educational Leadership. "The NYSED Network Team Turn Key Series for Recertification of Lead Evaluators- Annual Training Required of all Administrators for APPR Implementation" is a two day training program covering 13 hours of training where evaluators will be trained in all 9 required content areas as listed in 30-2.9. This required training program for lead evaluators is designed to reflect on the experience of year 1 implementation of APPR requirements. Participants will work to refine observation skills and conversations with colleagues on improved student learning. The implementation of the Common Core standards will be emphasized, as will using assessment to improve instruction. The APPR tolls of Student Learning Objectives and local assessments will be a basis of discussion. Framed in

terms of the required components of the lead evaluator training, this series enables districts to certify participants as lead prior to completing final principal evaluations in the spring of 2014 and beyond. Districts are encouraged to attend as teams. New York State Metrics and Expectations will be addressed and will provide a framework for discussion.

To ensure inter-rater reliability, evaluators formally and regularly share and discuss best practices, common templates, and the nature and quality of evidence within observations as they relate to Multi-Dimensional Principal's Performance Rubric. During the 2013-2014 school year and beyond, additional professional development opportunities will be explored to further strengthen skills and consistency.

## 11.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

---

• Checked

---

## 11.6) Assurances -- Principals

Please check all of the boxes below:

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

## 11.7) Assurances -- Data

Please check all of the boxes below:

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

## 12. Joint Certification of APPR Plan

Created Tuesday, April 30, 2013

Updated Friday, February 28, 2014

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### Page 1

#### 12.1) Upload the Joint Certification of the APPR Plan

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

[assets/survey-uploads/12158/586729-3Uqgn5g9Iu/Pocantico Hills District Certification 2014.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.

**Pocantico Hills CSD: Reference Table for HEDI Conversion**

| <b>% of Student's<br/>Expected<br/>Growth<br/>Achieved</b> | <b>HEDI<br/>Points<br/>Earned</b> |
|--|-----------------------------------|
| 100  | 20                                |
| 99   | 20                                |
| 98   | 20                                |
| 97   | 20                                |
| 96   | 20                                |
| 95   | 19                                |
| 94   | 19                                |
| 93   | 19                                |
| 92   | 19                                |
| 91   | 19                                |
| 90   | 18                                |
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| 70   | 12                                |
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| 68   | 12                                |
| 67   | 11                                |
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| 64   | 10                                |
| 63   | 10                                |
| 62   | 10                                |
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| 59   | 9                                 |
| 58   | 8                                 |
| 57   | 8                                 |
| 56   | 8                                 |
| 55   | 8                                 |
| 54   | 7                                 |
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| 42   | 4                                 |
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| 5  | 0 |
| 4  | 0 |
| 3  | 0 |
| 2  | 0 |
| 1  | 0 |
| 0  | 0 |

**POCANTICO HILLS CENTRAL SCHOOL DISTRICT  
Danielson's Framework for Teaching (2011 Revised Edition)  
Point Allocation Chart and APPR Summary for 2012-2013**

**Teacher Name: First Name Last Name**  
**Position: Grade and Subject, as applicable**

| Component Rating | % of points |
|------------------|-------------|
| H                | 100%        |
| E                | 93%         |
| D                | 83%         |
| I                | 0%          |

| Domain 1: Planning and Preparation                 | Point Value | % of 60       | HEDI Score | Points Earned |
|--|-------------|---------------|------------|---------------|
| A. Demonstrating Knowledge of Content and Pedagogy | 3           | 5.00%         |            |               |
| B. Demonstrating Knowledge of Students             | 2           | 3.33%         |            |               |
| C. Setting Instructional Outcomes                  | 2           | 3.33%         |            |               |
| D. Demonstrating Knowledge of Resources            | 1           | 1.67%         |            |               |
| E. Designing Coherent Instruction                  | 2           | 3.33%         |            |               |
| F. Designing Student Assessments                   | 2           | 3.33%         |            |               |
|  | <b>12</b>   | <b>20.00%</b> |            | <b>0.00</b>   |
| <b>Domain 2: Classroom Environment</b>             |             |               |            |               |
| A. Creating an Environment of Respect and Rapport  | 4           | 6.67%         |            |               |
| B. Establishing a Culture for Learning             | 4           | 6.67%         |            |               |
| C. Managing Classroom Procedures                   | 3           | 5.00%         |            |               |
| D. Managing Student Behavior                       | 3           | 5.00%         |            |               |
| E. Organizing Physical Space                       | 2           | 3.33%         |            |               |
|  | <b>16</b>   | <b>26.67%</b> |            | <b>0.00</b>   |
| <b>Domain 3: Instruction</b>                       |             |               |            |               |
| A. Communicating with Students                     | 4           | 6.67%         |            |               |
| B. Using Questioning and Discussion Techniques     | 4           | 6.67%         |            |               |
| C. Engaging Students in Learning                   | 4           | 6.67%         |            |               |
| D. Using Assessment in Instruction                 | 4           | 6.67%         |            |               |
| E. Demonstrating Flexibility and Responsiveness    | 4           | 6.67%         |            |               |
|  | <b>20</b>   | <b>33.33%</b> |            | <b>0.00</b>   |
| <b>Domain 4: Professional Responsibilities</b>     |             |               |            |               |
| A. Reflecting on Teaching                          | 2           | 3.33%         |            |               |
| B. Maintaining Accurate Records                    | 2           | 3.33%         |            |               |
| C. Communicating with Families                     | 3           | 5.00%         |            |               |
| D. Participating in a Professional Community       | 1           | 1.67%         |            |               |
| E. Growing and Developing Professionally           | 2           | 3.33%         |            |               |
| F. Demonstrating Professionalism                   | 2           | 3.33%         |            |               |
|  | <b>12</b>   | <b>20.00%</b> |            | <b>0.00</b>   |
| <b>Domain: Other</b>                               |             |               |            |               |
|  | 0           | 0.00%         |            |               |
| <b>Total Rubric Points</b>                         | <b>60</b>   | <b>100.0%</b> |            | <b>0.00</b>   |

| HEDI Bands - Reference Table                         | H             | E            | D            | I           |
|--|---------------|--------------|--------------|-------------|
| <b>100-Point Bands: Overall Composite Score</b>      | <b>100-91</b> | <b>90-75</b> | <b>74-65</b> | <b>64-0</b> |
| <b>60-Point Bands: Observations/Evidence Binders</b> | <b>60-58</b>  | <b>57-53</b> | <b>52-36</b> | <b>35-0</b> |
| <b>20-Point Bands: State/SLO and Local Measures</b>  | <b>20-18</b>  | <b>17-9</b>  | <b>8-3</b>   | <b>2-0</b>  |

|          |   |  |  |
|----------|---|--|--|
| <b>A</b> | <b>60 Points: Observations and Evidence Binders</b> |  |  |
| <b>B</b> | <b>20 Points: Growth: State Provided or SLOs</b>    |  |  |
| <b>C</b> | <b>20 Points: Local: Local Assessments or MAP</b>   |  |  |
| <b>D</b> | <b>100 Points: Composite Score (A+B+C)</b>          |  |  |

Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Administrator Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Annual Professional Performance Review  
Pocantico Hills Central School District  
TEACHER IMPROVEMENT PLAN (TIP)**

**TEACHER:** \_\_\_\_\_

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

School Year: \_\_\_\_\_

Rating: \_\_\_\_\_

\_\_\_\_ Year of 3-Year Probationary Period

OR

\_\_\_\_ Years of Service in Pocantico Hills, If Tenured

| <b>Areas In Need of Improvement</b>  |
|--|
| <i>Identify specific behavior, techniques, criteria, or standards which are unacceptable or in need of improvement, and others that are required for acceptable performance.</i> |
| <b>How the Teacher Will Benefit from the Teacher Improvement Plan</b>  |
|  |

**Previous Efforts Made by Administration to Improve Performance**

**Outline of a Program Designed to Achieve Acceptable Performance**

*List specific performance directives.*

**Timeline for Improvement**

*Include specific timetable for "status reports" to the teacher indicating whether or not improvements in performance are evident.*

**Manner of Assessment**

*Include a specific timetable and method for evaluating teacher's improvement with more than one administrator evaluating a teacher's performance.*

Teacher Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Evaluator Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Pocantico Hills CSD: Reference Table for HEDI Conversion**

| <b>% of Student's<br/>Expected<br/>Growth<br/>Achieved</b> | <b>HEDI<br/>Points<br/>Earned</b> |
|--|-----------------------------------|
| 100  | 20                                |
| 99   | 20                                |
| 98   | 20                                |
| 97   | 20                                |
| 96   | 20                                |
| 95   | 19                                |
| 94   | 19                                |
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| 3  | 0 |
| 2  | 0 |
| 1  | 0 |
| 0  | 0 |

**POCANTICO HILLS CENTRAL SCHOOL DISTRICT**  
**60-Point HEDI Values by Component**

|                |                      | % Awarded | % Awarded | % Awarded | % Awarded |
|----------------|----------------------|-----------|-----------|-----------|-----------|
|                |                      | 100%      | 93%       | 83%       | 0%        |
| MPPR Component | Assigned Point Value | H         | E         | D         | I         |
| 1a             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 1b             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 2a             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 2b             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 2c             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 2d             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 2e             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 3a             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 3b             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 3c             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 3d             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 4a             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 4b             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 4c             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 5a             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 5b             | 3                    | 3.00      | 2.79      | 2.49      | 0.00      |
| 6a             | 2                    | 2.00      | 1.86      | 1.66      | 0.00      |
| 6b             | 2                    | 2.00      | 1.86      | 1.66      | 0.00      |
| other-a        | 2                    | 2.00      | 1.86      | 1.66      | 0.00      |
| other-b        | 2                    | 2.00      | 1.86      | 1.66      | 0.00      |
| other-c        | 2                    | 2.00      | 1.86      | 1.66      | 0.00      |
| other-d        | 2                    | 2.00      | 1.86      | 1.66      | 0.00      |

|              |           |              |              |              |             |
|--------------|-----------|--------------|--------------|--------------|-------------|
| <b>TOTAL</b> | <b>60</b> | <b>60.00</b> | <b>55.80</b> | <b>49.80</b> | <b>0.00</b> |
|--------------|-----------|--------------|--------------|--------------|-------------|

| H    | E    | D    | I    |
|------|------|------|------|
| 4.00 | 3.72 | 3.32 | 0.00 |
| 3.00 | 2.79 | 2.49 | 0.00 |
| 2.00 | 1.86 | 1.66 | 0.00 |
| 1.00 | 0.93 | 0.83 | 0.00 |

**Annual Professional Performance Review  
Pocantico Hills Central School District  
PRINCIPAL IMPROVEMENT PLAN (PIP)**

**PRINCIPAL:** \_\_\_\_\_

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

School Year: \_\_\_\_\_

Rating: \_\_\_\_\_

\_\_\_\_ Year of 3-Year Probationary Period

OR

\_\_\_\_ Years of Service in Pocantico Hills, If Tenured

| <b>Areas In Need of Improvement</b>  |
|--|
| <i>Identify specific behavior, techniques, criteria, or standards which are unacceptable or in need of improvement, and others that are required for acceptable performance.</i> |
| <b>How the Principal Will Benefit from the Principal Improvement Plan</b>  |
|  |

**Previous Efforts Made by Administration to Improve Performance**

**Outline of a Program Designed to Achieve Acceptable Performance**

*List specific performance directives.*

**Timeline for Improvement**

*Include specific timetable for "status reports" to the principal indicating whether or not improvements in performance are evident.*

**Manner of Assessment**

*Include a specific timetable and method for evaluating principal's improvement with more than one administrator evaluating a principal's performance.*

Principal Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Evaluator Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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

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

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

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

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

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

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR plan will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES will provide the teacher's or principal's score and rating on the locally selected measures subcomponent, if available, and on the other measures of teacher and principal effectiveness subcomponent for a teacher's or principal's annual professional performance review, in writing, no later than the last school day of the school year for which the teacher or principal is being measured
- Assure that the APPR plan will be posted on the district's or BOCES' website by September 10 or within 10 days after it is approved by the Commissioner, whichever is later
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner
- Assure that the district or BOCES will report the individual subcomponent scores and the total composite effectiveness score for each classroom teacher and building principal in a manner prescribed by the Commissioner
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English Language Learners and students with disabilities

- Assure that educators who receive a Developing or Ineffective rating will receive a 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, 2013, assure that this was the result of unresolved collective bargaining negotiations

**Signatures, dates**

Superintendent Signature: Date:

*Valencia P. Deje* 2-25-2014

Teachers Union President Signature: Date:

*Laura Garrido* 2/27/14

Administrative Union President Signature: Date:

*n/a*

Board of Education President Signature: Date:

*John M. Covert* 2-25-2014