



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

Commissioner of Education
President of the University of the State of New York
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Albany, New York 12234

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August 24, 2015

Revised-Expedited Assessment Material Change

Joann Chambers, Superintendent
Potsdam Central School District
29 Leroy Street
Potsdam, NY 13676

Dear Superintendent Chambers:

Congratulations. I am pleased to inform you that your Annual Professional Performance Review Plan (APPR) Expedited Assessment Material Change submission 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,

MaryEllen Elia
Commissioner

Attachment

c: Thomas R. Burns

NOTES:

Only the material changes included in your Expedited Assessment Material Change request were reviewed. The remaining sections of your district's/BOCES' plan, as approved by the Commissioner on December 17, 2012, remain in effect. Therefore, it is the responsibility of the district/BOCES to ensure that the change(s) approved will not have any impact on the implementation of any other part of its approved plan.

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.

EXPEDITED MATERIAL CHANGE FORM

Directions:

The following certification form is for use by school districts/BOCES that request to make a material change to their approved Annual Professional Performance Review (APPR) plan that relates solely to the elimination of unnecessary student assessments as described in Section 30-2.3(a)(2) of the Rules of the Board of Regents. For more information please see <http://www.regents.nysed.gov/meetings/2014/February2014/214p12heal.pdf>.

Districts/BOCES that wish to submit material changes to their approved APPR plan for use in the current school year must complete and submit this form to EducatorEval (educatoreval@nysed.gov) *no later than March 1*. Please note that the Department will not accept late submissions of this form. **Please type "Expedited Assessment Material Change" in the subject line of your email to ensure an expedited review of your material change request.**

The superintendent, district superintendent, or chancellor of each school district/BOCES must provide a written explanation of the changes to their approved APPR plan in addition to the required certification below---that no other material changes have been made to other portions of the APPR plan. In the form below, please identify the relevant Task(s) (2, 3, 7, and/or 8), as listed in the APPR Portal, that will be impacted by your requested material change. In each sub-task, please also indicate if changes were made to the selected assessment, HEDI process, and/or assignment of points.

The Department shall complete the review of properly and completely submitted material changes **within 10 business days of submission**. In order to be considered properly and completely submitted, the submission must include this form with all appropriate signatures and dates and a corresponding submission in the APPR Portal (as described above) that meets the requirements of Education Law §3012-c and Subpart 30-2 of the Board of Regents. If a plan is reviewed and rejected by the Department because it was not properly and completely submitted or for any other reason, the 10 business day requirement for an expedited review does not apply until a new, properly and completely submitted material change is submitted for approval.

Please note that the Department will only review the Task(s) and sub-task(s) indicated in this certification form and no other portion of the APPR plan will be reviewed by the Department for compliance with Education Law §3012-c. Therefore, it is the responsibility of the district/BOCES to assure that the changes requested will not have an impact on the implementation of any other part of their approved APPR plan since the Department will not be reviewing the remaining portions of the approved APPR plan for compliance with Education Law §3012-c. The Department recommends that school districts/BOCES consult with their local counsel before submitting this certification form and any changes to their currently approved plan in the APPR Portal.

Name of school district or BOCES: Potsdam Central School

Please check the applicable boxes below to indicate which portions of the APPR plan have been changed that relate to the elimination of unnecessary assessments on students.

Task 2. State Growth or Other Comparable Measures (Teachers)

2.2) Grades K-3 ELA

<input checked="" type="checkbox"/> Kindergarten ELA Assessment	<input checked="" type="checkbox"/> Grade 1 ELA Assessment
<input checked="" type="checkbox"/> Kindergarten ELA HEDI Process	<input checked="" type="checkbox"/> Grade 1 ELA HEDI Process
<input checked="" type="checkbox"/> Kindergarten ELA Assignment of Points	<input checked="" type="checkbox"/> Grade 1 ELA Assignment of Points
<input checked="" type="checkbox"/> Grade 2 ELA Assessment	<input type="checkbox"/> Grade 3 ELA HEDI Process
<input checked="" type="checkbox"/> Grade 2 ELA HEDI Process	<input type="checkbox"/> Grade 3 ELA Assignment of Points
<input checked="" type="checkbox"/> Grade 2 ELA Assignment of Points	

2.3) Grades K-3 Math

<input checked="" type="checkbox"/> Kindergarten Math Assessment	<input checked="" type="checkbox"/> Grade 1 Math Assessment
<input checked="" type="checkbox"/> Kindergarten Math HEDI Process	<input checked="" type="checkbox"/> Grade 1 Math HEDI Process
<input checked="" type="checkbox"/> Kindergarten Math Assignment of Points	<input checked="" type="checkbox"/> Grade 1 Math Assignment of Points
<input checked="" type="checkbox"/> Grade 2 Math Assessment	<input type="checkbox"/> Grade 3 Math HEDI Process
<input checked="" type="checkbox"/> Grade 2 Math HEDI Process	<input type="checkbox"/> Grade 3 Math Assignment of Points
<input checked="" type="checkbox"/> Grade 2 Math Assignment of Points	

2.4) Grades 6-8 Science

<input type="checkbox"/> Grade 6 Science Assessment	<input type="checkbox"/> Grade 7 Science Assessment
<input type="checkbox"/> Grade 6 Science HEDI Process	<input type="checkbox"/> Grade 7 Science HEDI Process
<input type="checkbox"/> Grade 6 Science Assignment of Points	<input type="checkbox"/> Grade 7 Science Assignment of Points
<input type="checkbox"/> Grade 8 Science HEDI Process	
<input type="checkbox"/> Grade 8 Science Assignment of Points	

2.5) Grades 6-8 Social Studies

<input checked="" type="checkbox"/> Grade 6 Social Studies Assessment	<input type="checkbox"/> Grade 7 Social Studies Assessment
<input checked="" type="checkbox"/> Grade 6 Social Studies HEDI Process	<input type="checkbox"/> Grade 7 Social Studies HEDI Process
<input checked="" type="checkbox"/> Grade 6 Social Studies Assignment of Points	<input type="checkbox"/> Grade 7 Social Studies Assignment of Points
<input checked="" type="checkbox"/> Grade 8 Social Studies Assessment	
<input checked="" type="checkbox"/> Grade 8 Social Studies HEDI Process	
<input checked="" type="checkbox"/> Grade 8 Social Studies Assignment of Points	

2.6) High School Social Studies Regents Courses

<input type="checkbox"/> Global 1 Assessment	<input type="checkbox"/> Global 2 HEDI Process
<input type="checkbox"/> Global 1 HEDI Process	<input type="checkbox"/> Global 2 Assignment of Points
<input type="checkbox"/> Global 1 Assignment of Points	
<input type="checkbox"/> American History HEDI Process	
<input type="checkbox"/> American History Assignment of Points	

2.7) High School Science Regents Courses

<input type="checkbox"/> Living Environment HEDI Process	<input type="checkbox"/> Earth Science HEDI Process
<input type="checkbox"/> Living Environment Assignment of Points	<input type="checkbox"/> Earth Science Assignment of Points
<input type="checkbox"/> Chemistry HEDI Process	<input type="checkbox"/> Physics HEDI Process
<input type="checkbox"/> Chemistry Assignment of Points	<input type="checkbox"/> Physics Assignment of Points

2.8) High School Math Regents Courses

<input type="checkbox"/> Algebra 1 HEDI Process	<input type="checkbox"/> Geometry HEDI Process
<input type="checkbox"/> Algebra 1 Assignment of Points	<input type="checkbox"/> Geometry Assignment of Points
<input type="checkbox"/> Algebra 2 HEDI Process	
<input type="checkbox"/> Algebra 2 Assignment of Points	

2.9) High School English Language Arts

<input checked="" type="checkbox"/> Grade 9 ELA Assessment	<input checked="" type="checkbox"/> Grade 10 ELA Assessment
<input checked="" type="checkbox"/> Grade 9 ELA HEDI Process	<input checked="" type="checkbox"/> Grade 10 ELA HEDI Process
<input checked="" type="checkbox"/> Grade 9 ELA Assignment of Points	<input checked="" type="checkbox"/> Grade 10 ELA Assignment of Points
<input type="checkbox"/> Grade 11 ELA Assessment	
<input type="checkbox"/> Grade 11 ELA HEDI Process	
<input type="checkbox"/> Grade 11 ELA Assignment of Points	

2.10) All Other Courses

<input checked="" type="checkbox"/> All other course(s) Assessment(s)
<input checked="" type="checkbox"/> All other course(s) HEDI Process
<input checked="" type="checkbox"/> All other course(s) Assignment of Points

2.11) HEDI Table(s)

<input checked="" type="checkbox"/> Listed course(s) Assessment(s)
<input checked="" type="checkbox"/> Listed course(s) HEDI Process
<input checked="" type="checkbox"/> Listed course(s) Assignment of Points

Task 3. Locally-Selected Measures (Teachers)

3.1) Grades 4-8 ELA

<input checked="" type="checkbox"/> Grade 4 ELA Assessment	<input type="checkbox"/> Grade 5 ELA Assessment
<input checked="" type="checkbox"/> Grade 4 ELA HEDI Process	<input type="checkbox"/> Grade 5 ELA HEDI Process
<input checked="" type="checkbox"/> Grade 4 ELA Assignment of Points	<input type="checkbox"/> Grade 5 ELA Assignment of Points
<input type="checkbox"/> Grade 6 ELA Assessment	<input type="checkbox"/> Grade 7 ELA Assessment
<input type="checkbox"/> Grade 6 ELA HEDI Process	<input type="checkbox"/> Grade 7 ELA HEDI Process
<input type="checkbox"/> Grade 6 ELA Assignment of Points	<input type="checkbox"/> Grade 7 ELA Assignment of Points
<input type="checkbox"/> Grade 8 ELA Assessment	
<input type="checkbox"/> Grade 8 ELA HEDI Process	
<input type="checkbox"/> Grade 8 ELA Assignment of Points	

3.2) Grades 4-8 Math

<input checked="" type="checkbox"/> Grade 4 Math Assessment	<input type="checkbox"/> Grade 5 Math Assessment
<input checked="" type="checkbox"/> Grade 4 Math HEDI Process	<input type="checkbox"/> Grade 5 Math HEDI Process
<input checked="" type="checkbox"/> Grade 4 Math Assignment of Points	<input type="checkbox"/> Grade 5 Math Assignment of Points
<input type="checkbox"/> Grade 6 Math Assessment	<input type="checkbox"/> Grade 7 Math Assessment
<input type="checkbox"/> Grade 6 Math HEDI Process	<input type="checkbox"/> Grade 7 Math HEDI Process
<input type="checkbox"/> Grade 6 Math Assignment of Points	<input type="checkbox"/> Grade 7 Math Assignment of Points
<input type="checkbox"/> Grade 8 Math Assessment	
<input type="checkbox"/> Grade 8 Math HEDI Process	
<input type="checkbox"/> Grade 8 Math Assignment of Points	

3.3) HEDI Table(s) or Graphic(s)

<input checked="" type="checkbox"/> Listed course(s) Assessment(s)
<input checked="" type="checkbox"/> Listed course(s) HEDI Process
<input checked="" type="checkbox"/> Listed course(s) Assignment of Points

3.4) Grades K-3 ELA

<input checked="" type="checkbox"/> Kindergarten ELA Assessment	<input checked="" type="checkbox"/> Grade 1 ELA Assessment
<input checked="" type="checkbox"/> Kindergarten ELA HEDI Process	<input checked="" type="checkbox"/> Grade 1 ELA HEDI Process
<input checked="" type="checkbox"/> Kindergarten ELA Assignment of Points	<input checked="" type="checkbox"/> Grade 1 ELA Assignment of Points
<input checked="" type="checkbox"/> Grade 2 ELA Assessment	<input checked="" type="checkbox"/> Grade 3 ELA Assessment
<input checked="" type="checkbox"/> Grade 2 ELA HEDI Process	<input checked="" type="checkbox"/> Grade 3 ELA HEDI Process
<input checked="" type="checkbox"/> Grade 2 ELA Assignment of Points	<input checked="" type="checkbox"/> Grade 3 ELA Assignment of Points

3.5) Grades K-3 Math

<input checked="" type="checkbox"/> Kindergarten Math Assessment	<input checked="" type="checkbox"/> Grade 1 Math Assessment
<input checked="" type="checkbox"/> Kindergarten Math HEDI Process	<input checked="" type="checkbox"/> Grade 1 Math HEDI Process
<input checked="" type="checkbox"/> Kindergarten Math Assignment of Points	<input checked="" type="checkbox"/> Grade 1 Math Assignment of Points
<input checked="" type="checkbox"/> Grade 2 Math Assessment	<input checked="" type="checkbox"/> Grade 3 Math Assessment
<input checked="" type="checkbox"/> Grade 2 Math HEDI Process	<input checked="" type="checkbox"/> Grade 3 Math HEDI Process
<input checked="" type="checkbox"/> Grade 2 Math Assignment of Points	<input checked="" type="checkbox"/> Grade 3 Math Assignment of Points

3.6) Grades 6-8 Science

<input type="checkbox"/> Grade 6 Science Assessment	<input checked="" type="checkbox"/> Grade 7 Science Assessment
<input type="checkbox"/> Grade 6 Science HEDI Process	<input checked="" type="checkbox"/> Grade 7 Science HEDI Process
<input type="checkbox"/> Grade 6 Science Assignment of Points	<input checked="" type="checkbox"/> Grade 7 Science Assignment of Points
<input checked="" type="checkbox"/> Grade 8 Science Assessment	
<input checked="" type="checkbox"/> Grade 8 Science HEDI Process	
<input checked="" type="checkbox"/> Grade 8 Science Assignment of Points	

3.7) Grades 6-8 Social Studies

<input checked="" type="checkbox"/> Grade 6 Social Studies Assessment	<input checked="" type="checkbox"/> Grade 7 Social Studies Assessment
<input checked="" type="checkbox"/> Grade 6 Social Studies HEDI Process	<input checked="" type="checkbox"/> Grade 7 Social Studies HEDI Process
<input checked="" type="checkbox"/> Grade 6 Social Studies Assignment of Points	<input checked="" type="checkbox"/> Grade 7 Social Studies Assignment of Points
<input checked="" type="checkbox"/> Grade 8 Social Studies Assessment	
<input checked="" type="checkbox"/> Grade 8 Social Studies HEDI Process	
<input checked="" type="checkbox"/> Grade 8 Social Studies Assignment of Points	

3.8) High School Social Studies Regents Courses

<input type="checkbox"/> Global 1 Assessment	<input checked="" type="checkbox"/> Global 2 Assessment
<input type="checkbox"/> Global 1 HEDI Process	<input checked="" type="checkbox"/> Global 2 HEDI Process
<input type="checkbox"/> Global 1 Assignment of Points	<input type="checkbox"/> Global 2 Assignment of Points
<input type="checkbox"/> American History Assessment	
<input type="checkbox"/> American History HEDI Process	
<input type="checkbox"/> American History Assignment of Points	

3.9) High School Science Regents Courses

<input type="checkbox"/> Living Environment Assessment	<input type="checkbox"/> Earth Science Assessment
<input type="checkbox"/> Living Environment HEDI Process	<input type="checkbox"/> Earth Science HEDI Process
<input type="checkbox"/> Living Environment Assignment of Points	<input type="checkbox"/> Earth Science Assignment of Points
<input type="checkbox"/> Chemistry Assessment	<input checked="" type="checkbox"/> Physics Assessment
<input type="checkbox"/> Chemistry HEDI Process	<input checked="" type="checkbox"/> Physics HEDI Process
<input type="checkbox"/> Chemistry Assignment of Points	<input checked="" type="checkbox"/> Physics Assignment of Points

3.10) High School Math Regents Courses

<input checked="" type="checkbox"/> Algebra 1 Assessment	<input checked="" type="checkbox"/> Geometry Assessment
<input checked="" type="checkbox"/> Algebra 1 HEDI Process	<input checked="" type="checkbox"/> Geometry HEDI Process
<input checked="" type="checkbox"/> Algebra 1 Assignment of Points	<input checked="" type="checkbox"/> Geometry Assignment of Points
<input type="checkbox"/> Algebra 2 Assessment	
<input type="checkbox"/> Algebra 2 HEDI Process	
<input type="checkbox"/> Algebra 2 Assignment of Points	

3.11) High School English Language Arts

<input type="checkbox"/> Grade 9 ELA Assessment	<input checked="" type="checkbox"/> Grade 10 ELA Assessment
<input type="checkbox"/> Grade 9 ELA HEDI Process	<input checked="" type="checkbox"/> Grade 10 ELA HEDI Process
<input type="checkbox"/> Grade 9 ELA Assignment of Points	<input checked="" type="checkbox"/> Grade 10 ELA Assignment of Points
<input checked="" type="checkbox"/> Grade 11 ELA Assessment	
<input checked="" type="checkbox"/> Grade 11 ELA HEDI Process	
<input checked="" type="checkbox"/> Grade 11 ELA Assignment of Points	

3.12) All Other Courses

<input checked="" type="checkbox"/> All other course(s) Assessment(s)
<input checked="" type="checkbox"/> All other course(s) HEDI Process
<input checked="" type="checkbox"/> All other course(s) Assignment of Points

3.13) HEDI Table(s)

<input checked="" type="checkbox"/> Listed course(s) Assessment(s)
<input checked="" type="checkbox"/> Listed course(s) HEDI Process
<input checked="" type="checkbox"/> Listed course(s) Assignment of Points

Task 7. State Growth or Other Comparable Measures (Principals)

7.3) Students Learning Objectives as Comparable Growth Measures (20 points)

<input type="checkbox"/> Listed course(s) Assessment(s)
<input type="checkbox"/> Listed course(s) HEDI Process
<input type="checkbox"/> Listed course(s) Assignment of Points

7.3) HEDI Table(s)

<input type="checkbox"/> Listed course(s) Assessment(s)
<input type="checkbox"/> Listed course(s) HEDI Process
<input type="checkbox"/> Listed course(s) Assignment of Points

Task 8. Locally-Selected Measures (Principals)

8.1) Locally Selected Measures of Student Achievement for Principals With an Approved Value-Added Measure (15 points) (20 points until Value-Added is implemented)

<input type="checkbox"/> Listed course(s) Assessment(s)
<input type="checkbox"/> Listed course(s) HEDI Process
<input type="checkbox"/> Listed course(s) Assignment of Points

8.1) HEDI Table(s)

<input type="checkbox"/> Listed course(s) Assessment(s)
<input type="checkbox"/> Listed course(s) HEDI Process
<input type="checkbox"/> Listed course(s) Assignment of Points

8.2) Locally Selected Measures of Student Achievement for All Other Principals (20 points)

<input checked="" type="checkbox"/> Listed course(s) Assessment(s)
<input checked="" type="checkbox"/> Listed course(s) HEDI Process
<input checked="" type="checkbox"/> Listed course(s) Assignment of Points

8.2) HEDI Table(s)

<input checked="" type="checkbox"/> Listed course(s) Assessment(s)
<input checked="" type="checkbox"/> Listed course(s) HEDI Process
<input checked="" type="checkbox"/> Listed course(s) Assignment of Points

Statement of Assurances

By signing this document, the superintendent, district superintendent, or chancellor, the president of the board of education and the collective bargaining agent(s) of the school district or BOCES, where applicable, certify that this expedited material change and the previously approved APPR plan and/or approved material changes constitute the district's or BOCES' complete Annual Professional Performance Review (APPR) plan, that collective bargaining negotiations have been completed on any requested material changes that affect provisions of the currently approved APPR plan that are subject to collective bargaining, and that such APPR plan complies with all of 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 district or BOCES and its collective bargaining agent(s), where applicable, also assure 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 the district's or BOCES' complete APPR 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 district's or BOCES APPR plan, including any approved material changes; 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 or BOCES and its collective bargaining agent(s), where applicable, also make the following specific assurances with respect to their APPR plan:

- Assure that the material changes indicated in this form are in compliance with Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents.
- Assure that collective bargaining negotiations have been completed on any requested material changes that affect provisions of the currently approved APPR plan that are subject to collective bargaining,
- Assure that the district's or BOCES' request for an expedited review of their APPR plan is only for material changes related to the elimination of unnecessary assessments in the Tasks identified by the district or BOCES in this form and that no other Tasks of the district's or BOCES' approved APPR plan have been changed.
- Assure that any material changes approved by the Commissioner as part of this expedited review shall constitute part of the school district's or BOCES' currently approved APPR plan.
- Assure 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.
- Assure that the district's or BOCES' entire approved APPR plan, including any approved material change, will be posted on the district or BOCES website within 10 days after it is approved by the Commissioner.
- Assure that the district's or BOCES' request for an expedited material change will not prevent, conflict, or interfere with any existing collective bargaining agreement and/or full implementation of the APPR plan currently approved by the Department in any way or the described timeframes for submission of data in Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents. This includes, but is not limited to, that results will be provided and 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's or building principal's performance is being measured.
- Assure that the district or BOCES understands that the Department will only review, in an expedited fashion, the material changes described on this assurance form and that no other portion of the APPR plan

will be reviewed as part of this material change request, by the Department for compliance with Education Law §3012-c and understands that the Commissioner reserves the right to revoke his/her approval of these material changes at any time if the Department determines that additional changes were made to the plan, other than those identified by the district or BOCES in this form.

- Assure that the district or BOCES will continue to fully implement the currently approved APPR plan and will not have collective bargaining agreements, memoranda of understanding, or any other agreements in any form that prevent that would prevent, conflict, or interfere with full implementation of the APPR plan.
- 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 the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to the regulations.
- Assure that the district or BOCES understands that the use of an expedited material change does not preclude the Department from conducting annual monitoring regarding the implementation of the requested change or of its entire approved APPR plan pursuant to the regulations.
- Assure that any material change to the APPR plan relating to assessment use will align with the applicable HEDI description(s) and uploaded document(s) for the given Task.

Signatures, Dates

Superintendent Signature: Date:

Joann Chambers 8-21-15

Teachers Union President Signature: Date:

Darrell Wilson 8-21-15

Administrative Union President Signature: Date:

Opunifut Neaton 8/21/15

Board of Education President Signature: Date:

John T. Smith 8-21-15

Effective May 10, 2014, the school district or BOCES also makes the following specific assurances with respect to their APPR plan:

Pursuant to Section 30-2.3(a)(4) of the Rules of the Board of Regents, the superintendent, district superintendent or chancellor certify that for the 2014-15 school year and thereafter:

- The amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for such grade.
- The amount of time devoted to test preparation under traditional standardized testing conditions for each classroom or program within a grade level does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for such grade.
- Time devoted to teacher administered classroom quizzes or exams, portfolio reviews or performance assessments, formative and diagnostic assessments, including but not limited to assessments used for diagnostic screening required by Education Law §3208(5), shall not be counted toward the aforementioned limits. Additionally, these calculations do not supersede the requirements of a section of the 504 plan of a qualified student with a disability or federal law relating to English language learners or the individualized education program (IEP) of a student with a disability; assessments that are otherwise required to be administered by federal law; and/or assessments used for diagnostic or formative purposes.

Superintendent / District Superintendent / Chancellor Signature: Date:

<i>Joann Chambers</i>	<i>8-24-15</i>
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Annual Professional Performance Reviews

Created Tuesday, April 30, 2013

Updated Tuesday, February 24, 2015

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 512902060000

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

512902060000

1.2) School District Name: POTSDAM CSD

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

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

Submission of material changes to an approved APPR plan

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

Created: 04/30/2013

Last updated: 08/19/2015

For guidance on the State Growth or Comparable Measures subcomponent, see NYSED APPR Guidance sections D, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

Page 1

STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

- State assessments, *required if one exists*
- List of State-approved 3rd party assessments
- District, regional, or BOCES-developed assessments provided that it is rigorous and comparable across classrooms
- School- or BOCES-wide, group or team results based on State assessments

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	School-or BOCES-wide, group or team results based on State assessments	NYSED Grade 3-4 ELA and Math assessments
1	School-or BOCES-wide, group or team results based on State assessments	NYSED Grade 3-4 ELA and Math assessments
2	School-or BOCES-wide, group or team results based on State assessments	NYSED Grade 3-4 ELA and Math assessments

	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.

<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>For Grades K-2 teachers of record, student growth will be based upon the performance of all 3rd and 4th grade students on the NYS ELA and math assessments. Taking into consideration prior academic history and/or other baseline data, the District will set a minimum rigor expectation for mastery growth to meet or exceed a target of 3 on NYS ELA and math assessments for all gr. 3-4 students . Based on the overall percentage of students who meet or exceed the target, a corresponding 0-20 HEDI score will be determined using the uploaded conversion chart 2 in attachment 2.11. Note: Grades K-2 teachers are common branch teachers.</p> <p>SLOs will be developed by Grade 3 teachers of record based upon the percentage of students in 3rd grade who meet or exceed their individualized growth targets on the NYSED 3rd grade ELA assessment, by comparing student performance on district-developed 3rd grade assessments to their performance on the NYS assessments, taking into consideration prior academic history and/or other baseline data. Individualized growth targets will be set by each teacher of record, subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Points shall be allocated to Grade 3 teachers of record will be determined using the uploaded conversion chart 1 in attachment 2.11.</p>
<p>Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>

2.3) Grades K-3 Math

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

	Math	Assessment
K	School-or BOCES-wide, group or team results based on State assessments	NYSED Grade 3-4 ELA and Math assessments
1	School-or BOCES-wide, group or team results based on State assessments	NYSED Grade 3-4 ELA and Math assessments
2	School-or BOCES-wide, group or team results based on State assessments	NYSED Grade 3-4 ELA and Math assessments

	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.

<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>For Grades K-2 teachers of record, student growth will be based upon the performance of all 3rd and 4th grade students on the NYS ELA and math assessments. Taking into consideration prior academic history and/or other baseline data, the District will set a minimum rigor expectation for mastery growth to meet or exceed a target of 3 on NYS ELA and math assessments for all gr. 3-4 students. Based on the overall percentage of students who meet or exceed the target, a corresponding 0-20 HEDI score will be determined using the uploaded conversion chart 2 in attachment 2.11. Note: Grades K-2 teachers are common branch teachers.</p> <p>SLOs will be developed by Grade 3 teachers of record based upon the percentage of students in 3rd grade who meet or exceed their individualized growth targets on the NYSED 3rd grade Math assessment, by comparing student performance on district-developed 3rd grade assessments to their performance on the NYS assessments, taking into consideration prior academic history and/or other baseline data. Individualized growth targets will be set by each teacher of record, subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Points shall be allocated to Grade 3 teachers of record will be determined using the uploaded conversion chart 1 in attachment 2.11.</p>
<p>Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>
<p>Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).</p>	<p>See attached charts.</p>

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	Not applicable	Common Branch
7	District, regional or BOCES-developed assessment	SLL/FEH Regionally Developed Grade 7 Life 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.	For Grades 7-8: Each teacher will examine student test results and baseline data, and will set individualized growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	86-100% of a teacher's students met or exceeded their targets.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	51-74% of a teacher's students met or exceeded their targets.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0-50% of a teacher's students met or exceeded their targets.

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	School- or BOCES-wide, group or team results based on State assessments	NYSED Grade 5-8 ELA and Math assessments
7	District, regional or BOCES-developed assessment	SLL/FEH Regionally Developed Grade 7 Social Studies Assessment
8	School- or BOCES-wide, group or team results based on State assessments	NYSED Grade 8 ELA assessments

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.

For the Grade 6 Social Studies teacher of record, there will be a School Wide measure of student growth based upon the performance of all 5th through 8th Grade Students on the ELA and Math Grades 5-8 State Assessments, consistent with the growth score received by the Grades 5-8 Building Principal from the State Education Department. This teacher will receive HEDI points (a unitary score) consistent with the Growth score received by the Grades 5-8 Building as a school wide measure of student growth. When the Grades 5-8 Building score is a value-added growth measure (out of 25 points), the Growth Score received by each teacher of record covered by this measure will be adjusted to reflect that the score is out of a total of 20 instead of 25 points. [Example: If upon the State's introduction of its value-added growth measure, if the building score is 20 out of 25 points, the teachers of record covered hereunder would receive 17 out of 20 points.] See "SLO Conversion Chart" uploaded in Section 2.11.

For the Grade 7 Social Studies teacher of record, the teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by the teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)

The Grade 8 Social Studies teacher will receive a state-provided growth score from the State Education Department. Therefore, this teacher will receive HEDI points (a unitary score) issued by the State Education Department. In the event that this teacher needs an SLO for grade 8 Social Studies the SLO will use a school-wide measure based on building-wide state-provided growth score for grade 8 ELA.

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

86-100% of a teacher's students met or exceeded their targets.

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

75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).

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

51-74% of a teacher's students met or exceeded their targets.

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

0-50% of a teacher's students met or exceeded their targets.

2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	District, regional, or BOCES-developed assessment	SLL/FEH Regionally Developed Global 1 Assessment

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

For High School Social Studies Regents Courses: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	Each teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86-100% of a teacher's students met or exceeded their targets.
Effective (9 - 17 points) Results meet District goals for similar students.	75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).
Developing (3 - 8 points) Results are below District goals for similar students.	51-74% of a teacher's students met or exceeded their targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-50% of a teacher's students met or exceeded their targets.

2.7) High School Science Regents Courses

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

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

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

For High School Science Regents Courses: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	Each teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86-100% of a teacher's students met or exceeded their targets.
Effective (9 - 17 points) Results meet District goals for similar students.	75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).
Developing (3 - 8 points) Results are below District goals for similar students.	51-74% of a teacher's students met or exceeded their targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-50% of a teacher's students met or exceeded their targets.

2.8) High School Math Regents Courses

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

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	<p>Each teacher will examine student test results and baseline data, and will set individualized growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)</p> <p>Note: Students taking the traditional one-year Common Core Algebra I course will only take the Common Core Algebra I Regents. When permitted by SED Guidance, students taking the two-year "stretch" Common Core Algebra I course will take both the Integrated Algebra Regents as well as the Common Core Algebra I Regents Exam, with the higher of the two scores used to determine the teacher of record's HEDI rating. So long as permitted by SED, students enrolled in Common Core Geometry and Common Core Algebra II courses will take both the traditional and Common Core Regents Exams, with the higher of the two scores used to determine the teacher of record's HEDI rating.</p>
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86-100% of a teacher's students met or exceeded their targets.
Effective (9 - 17 points) Results meet District goals for similar students.	75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).
Developing (3 - 8 points) Results are below District goals for similar students.	51-74% of a teacher's students met or exceeded their targets.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0-50% of a teacher's students met or exceeded their targets.

2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	School-/BOCES-wide group/team results based on State assessments	Grade 11 NYS Comprehensive English Regents Examination and Common Core English Regents Examination
Grade 10 ELA	School-/BOCES-wide group/team results based on State assessments	Grade 11 NYS Comprehensive English Regents Examination and Common Core English Regents Examination
Grade 11 ELA	Regents assessment	Grade 11 NYS Comprehensive English Regents Examination and Common Core English Regents Examination

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

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

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

The Grade 11 ELA teacher will examine student test results and baseline data, and will set individualized growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once the Grade 11 NYS ELA Regents Examination has been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)

For the Grade 9 and 10 ELA teachers of record, student growth will be based upon the performance of all Grade 11 ELA students on the Grade 11 NYS ELA Regents Examination, consistent with the growth score received by the Grade 11 ELA teacher of record. Therefore, these teachers will receive HEDI points (a unitary score) consistent with the Growth score received by the Grade 11 ELA teacher as a team-wide measure of student growth.

Note: When required by SED, all students enrolled in Regents-level English will take the Common Core Regents Exam. So long as permitted by SED, student will also take the Comprehensive English Regents and the higher of the two scores shall be used to determine the teacher of record's HEDI rating.

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

86-100% of a teacher's students met or exceeded their targets.

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

75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).

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

51-74% of a teacher's students met or exceeded their targets.

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

0-50% of a teacher's students met or exceeded their targets.

2.10) All Other Courses

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

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

	Course(s) or Subject(s)	Option	Assessment
	Physical Education	District, Regional or BOCES-developed	SLL/FEH BOCES Regionally Developed Grade Specific PE Assessment
	Health	District, Regional or BOCES-developed	SLL/FEH BOCES Regionally Developed Grade Specific Health Assessment
	All Orchestra and Grades 9-12 Choral Music Courses	District, Regional or BOCES-developed	SLL/FEH BOCES Regionally Developed Grade Specific Orchestra or Choral Assessment

	Grades 5-8 Choral Music	District, Regional or BOCES-developed	Potsdam Central School District Developed Grade and Subject Specific Choral Assessments
	Grades 5-8 Self-Contained Special Education	State Assessment	NYSAA
	Grades 5-8 Art	District, Regional or BOCES-developed	Potsdam Central School District Developed Grade and Subject Specific Art Assessment
	All Technology Courses (Grades 6-12)	District, Regional or BOCES-developed	Potsdam Central School District Developed Subject Specific Technology Assessment
	Economics	District, Regional or BOCES-developed	SLL/FEH BOCES Regionally Developed Economics Assessment
	Grades 5-8 Resource Room Special Education	State Assessment	NYS Grades 5-8 ELA and Math Assessment
	Grades 9-12 Self-Contained Special Education	Grades 3 and up: State-approved 3rd party assessment	Renaissance Place STAR assessment
	Grades 9-12 Resource Room Special Education	School/BOCES-wide/group/team results based on State	Grade 11 NYS ELA Regents Examination
	English IV	School/BOCES-wide/group/team results based on State	Grade 11 NYS ELA Regents Examination
	Grades 9-12 Studio Art	School/BOCES-wide/group/team results based on State	Grade 11 NYS ELA Regents Examination
	LOTE	District, Regional or BOCES-developed	Potsdam Central School District Developed Course and Language Specific Assessments
	Grades K-4 Reading	School/BOCES-wide/group/team results based on State	NYSED Grade 3-4 ELA and Math assessments
	K-4 Art	School/BOCES-wide/group/team results based on State	NYSED Grade 3-4 ELA and Math assessments
	K-4 Music	School/BOCES-wide/group/team results based on State	NYSED Grade 3-4 ELA and Math assessments
	ESL/ELL (English as a Second Language)	State Assessment	NYSESLAT and NYSED ELA assessments
	K-4 Special Education	School/BOCES-wide/group/team results based on State	NYSED Grade 3-4 ELA and Math assessments
	Grades 4-8 ELA & Math teachers that do not receive a state-provided growth score	State Assessment	NYS Grades 4-8 ELA and/or Math 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.

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.

For Physical Education, Health, All Orchestra and Grades 9-12 Choral Music Courses, Grades 5-8 Choral Music, Grades 5-8 Self-Contained Special Education, Grades 5-8 Art, All Technology Courses (Grades 6-12), Economics, Grades 9-12 Self-Contained Special Education, ESL/ELL teachers, and LOTE, each teacher will set individualized growth targets taking into consideration prior academic history and/or other baseline data. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)

For Grades 9-12 Special Education, English IV, and Grades 9-12 Studio Art teachers, student growth will be based upon the performance of all Grade 11 ELA students on the Grade 11 NYS English Regents Examination, consistent with the growth score received by the Grade 11 ELA teacher of record. Therefore, these teachers will receive HEDI points (a unitary score) consistent with the Growth score SLO calculations earned by the Grade 11 ELA teacher as a team-wide measure of student growth. Individualized growth targets will be set by each teacher of record, taking into consideration prior academic history and/or other baseline data. Targets are subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Points shall be determined using the uploaded conversion chart 1 in attachment 2.11.

For Grades K-4 Reading, K-4 Art, K-4 Music, and K-4 Special Education teachers, student growth will be based upon the performance of all 3rd and 4th grade students on the NYS ELA and math assessments. Taking into consideration prior academic history and/or other baseline data, the District will set a minimum rigor expectation for mastery growth to meet or exceed a target of 3 on NYS ELA and math assessments for all gr. 3-4 students. Based on the overall percentage of students who meet or exceed the target a corresponding 0-20 HEDI score will be determined using the uploaded conversion chart in attachment 2.11.

For Grades 5-8 Resource Room Special Education, each teacher of record will receive a state-provided growth score from the State Education Department. Therefore, each teacher will receive HEDI points (a unitary score) issued by the State Education Department.

Grade 4 ELA and Math teachers are listed in task 2.10 as a back-up calculation for their State/SLO 20 points.

Grades 4-8 ELA and Math: The district has set a minimum rigor growth expectation taking into consideration prior academic history and/or other baseline data. HEDI points will be assigned based on that growth expectation.

Note: When required by SED, all students enrolled in Regents-level English will take the Common Core Regents Exam. So long as permitted by SED, student will also take the Comprehensive English Regents and the higher of the two scores shall be used to determine the teacher of record's HEDI rating.

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

86-100% of a teacher's students met or exceeded their targets.

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

75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).

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

51-74% of a teacher's students met or exceeded their targets.

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

0-50% of a teacher's students met or exceeded their targets.

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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12186/2843099-TXETx9bQW/Potsdam%20Central%20School%20State%2020%20Point%20Negotiated%20HEDIs%20for%20SLOs_dSHKGO9.docx

2.12) Locally Developed Controls

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

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

(No response)

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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
Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
Assure that district will develop SLOs according to the rules established by SED (see: http://www.engageny.org/resource/student-learning-objectives-guidance-document).	Checked

Assure that past academic performance and/or baseline academic data of students will be taken into account when developing an SLO.	Checked
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
Assure that it is possible for an educator to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Checked
Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Checked

3. Local Measures (Teachers)

Created: 04/30/2013

Last updated: 08/11/2015

For guidance on the Locally Selected Measures subcomponent, see NYSED APPR Guidance sections E, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

Page 1

Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

- 1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)
- 2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the

State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in subclause 1) or 2) of this clause

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	3) Teacher specific achievement or growth score computed locally	NYS Science 4 assessment
5	4) State-approved 3rd party assessments	Renaissance Place STAR Reading Enterprise Grade 5
6	4) State-approved 3rd party assessments	Renaissance Place STAR Reading Enterprise Grade 6
7	4) State-approved 3rd party assessments	Renaissance Place STAR Reading Enterprise Grade 7
8	4) State-approved 3rd party assessments	Renaissance Place STAR Reading Enterprise Grade 8

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.

For the locally selected measure each gr. 4 teacher will use an achievement measure based on NYS Science 4 assessment. The student scores of the respective students that each teacher is the teacher of record for will be averaged to arrive at a score between 1 and 4. The average will be applied to the HEDI scale to determine the teacher's 0-20 or 0-15 local score. (See HEDI scales 1 & 2 on the attached document.)

For grades 5-8, each teacher's locally selected measure will be based the median Student Growth Percentile of the students they are each the teacher of record for based on the Renaissance Place STAR assessment, an assessment on the 3rd party state-approved list. Within the STAR system, each student is assigned a Student Growth Percentile score. The process used by STAR to derive these growth percentile scores is almost identical to the process used by the State Education Department to derive its growth scores for students on the State ELA and Math Assessments. Each individual student's growth from pre-test to post-test is compared against the performance of all students (state-wide and nationally) who scored at the same level on the pre-test. Relative to other similar students, each student's level of growth earns a growth score, and all of a teacher's students' growth scores are considered to determine the median growth of that teacher's students. As outlined below, median growth at the 61st-99th percentile would earn a teacher the designation "Highly Effective." Median growth of 41st-60th percentile would earn the teacher the designation "Effective." Median growth of 21st-40th percentile would equate to "Developing." Median growth of 1st-20th percentile would be "Ineffective." (See attached charts 3 & 4 for Renaissance Place STAR Student Growth Percentile (SGP) with 20 and 15 point scales. Until a value-added growth measure is implemented, points (0-20) will be allocated based upon the HEDI point assignments set forth in the attachment.)

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

See task 3.3 upload

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

See task 3.3 upload

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

See task 3.3 upload

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

See task 3.3 upload

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	3) Teacher specific achievement or growth score computed locally	NYS Science 4 assessment
5	4) State-approved 3rd party assessments	Renaissance Place STAR Math Enterprise Grade 5
6	4) State-approved 3rd party assessments	Renaissance Place STAR Math Enterprise Grade 6
7	4) State-approved 3rd party assessments	Renaissance Place STAR Math Enterprise Grade 7
8	4) State-approved 3rd party assessments	Renaissance Place STAR Math Enterprise Grade 8

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>For the locally selected measure each gr. 4 teacher will use an achievement measure based on NYS Science 4 assessment. The student scores of the respective students that each teacher is the teacher of record for will be averaged to arrive at a score between 1 and 4. The average will be applied to the HEDI scale to determine the teacher's 0-20 or 0-15 local score. (See HEDI scales 1 & 2 on the attached document.)</p> <p>For grades 5-8, each teacher's locally selected measure will be based the median Student Growth Percentile of the students they are each the teacher of record for based on the Renaissance Place STAR assessment, an assessment on the 3rd party state-approved list. Within the STAR system, each student is assigned a Student Growth Percentile score. The process used by STAR to derive these growth percentile scores is almost identical to the process used by the State Education Department to derive its growth scores for students on the State ELA and Math Assessments. Each individual student's growth from pre-test to post-test is compared against the performance of all students (state-wide and nationally) who scored at the same level on the pre-test. Relative to other similar students, each student's level of growth earns a growth score, and all of a teacher's students' growth scores are considered to determine the median growth of that teacher's students. As outlined below, median growth at the 61st-99th percentile would earn a teacher the designation "Highly Effective." Median growth of 41st-60th percentile would earn the teacher the designation "Effective." Median growth of 21st-40th percentile would equate to "Developing." Median growth of 1st-20th percentile would be "Ineffective." (See attached charts 3 & 4 for Renaissance Place STAR Student Growth Percentile (SGP) with 20 and 15 point scales. Until a value-added growth measure is implemented, points (0-20) will be allocated based upon the HEDI point assignments set forth in the attachment.)</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>See task 3.3 upload</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See task 3.3 upload</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See task 3.3 upload</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See task 3.3 upload</p>

3.3) HEDI Tables or Graphics

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

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12149/2843101-fhJdBqDruP/Potsdam%20Central%20School%20Negotiated%20HEDIs%20for%20Locally%20Selected%20Measures%20for%203.3_RIPsiUB.docx

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

- 1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)
- 2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the

State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in 1) or 2), above

- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms
- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms
- 7) Student Learning Objectives (only allowable for teachers in grades/subjects without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	5) District, regional, or BOCES-developed assessments	Potsdam Central School District developed Kindergarten performance based math assessment (only math assessed for Locally Selected measures)
1	6(ii) School-wide measure computed locally	NYS Grades 3-4 ELA and Math assessments
2	6(ii) School-wide measure computed locally	NYS Grades 3-4 ELA and Math assessments
3	6(ii) School-wide measure computed locally	NYS Grades 3-4 ELA and Math assessments

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	<p>For the locally selected measure each kindergarten teacher will use an achievement measure based on a district-developed, performance-based kindergarten math assessment. The student scores of the respective students that each teacher is the teacher of record for will be averaged to arrive at a score between 0 and 100. The average will be applied to the HEDI scale to determine the teacher's 0-20 local score. (See HEDI scales 1 & 2 on the attached document.)</p> <p>For the locally selected measures, each of the Grades 1-3 common branch teachers plan to use an elementary building-wide Achievement measure based on NYS Grades 3-4 ELA and math assessments. Using the state-provided individual student scores of 1-4, a weighted building-wide average will be applied to the HEDI score. More specifically, students would be assigned a weighted level associated with their corresponding Level 1-4. Level 1's would count once. Level 2's would count twice. Level 3's would count three times. Level 4's would count four times. The weighted levels would be combined; that result would be divided by the total number of students tested to obtain an overall average score (out of 1-4) and applied to attached HEDI scale.</p>
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart in 3.13.

Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart in 3.13.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart in 3.13.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart in 3.13.

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	5) District, regional, or BOCES–developed assessments	Potsdam Central School District-Developed Performance-Based K Math Assessment
1	6(ii) School-wide measure computed locally	NYS Grades 3-4 ELA and Math assessments
2	6(ii) School-wide measure computed locally	NYS Grades 3-4 ELA and Math assessments
3	6(ii) School-wide measure computed locally	NYS Grades 3-4 ELA and Math assessments

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	<p>For the locally selected measure each kindergarten teacher will use an achievement measure based on a district-developed, performance-based kindergarten math assessment. The student scores of the respective students that each teacher is the teacher of record for will be averaged to arrive at a score between 0 and 100. The average will be applied to the HEDI scale to determine the teacher's 0-20 local score.</p> <p>For the locally selected measures, each of the Grades 1-3 common branch teachers plan to use an elementary building-wide Achievement measure based on NYS Grades 3-4 ELA and math assessments. Using the state-provided individual student scores of 1-4, a weighted building-wide average will be applied to the HEDI score. More specifically, students would be assigned a weighted level associated with their corresponding Level 1-4. Level 1's would count once. Level 2's would count twice. Level 3's would count three times. Level 4's would count four times. The weighted levels would be combined; that result would be divided by the total number of students tested to obtain an overall average score (out of 1-4) and applied to attached HEDI scale.</p> <p>See HEDI scales 1 & 2 on the attached document.</p>
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload 3.13 attachment
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload 3.13 attachment
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload 3.13 attachment
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See upload 3.13 attachment

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	Not applicable	Common Branch
7	3) Teacher specific achievement or growth score computed locally	NYS Science 8 assessment
8	3) Teacher specific achievement or growth score computed locally	NYS Earth Science Regents

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	<p>For the locally selected measures, grade 6 science is taught by common branch teachers that use measures based on other assessments.</p> <p>For Grade 7 and 8 Science teachers, each teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	86-100% of a teacher's students met or exceeded their targets (see attached chart).
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points - see attached chart).
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51-74% of a teacher's students met or exceeded their targets (see attached chart).
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-50% of a teacher's students met or exceeded their targets (see attached chart).

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	4) State-approved 3rd party assessments	Renaissance Place STAR Reading Assessment
7	4) State-approved 3rd party assessments	Renaissance Place STAR Reading Assessment
8	4) State-approved 3rd party assessments	Renaissance Place STAR Reading Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	For grades 6-8, each teacher's locally selected measure will be based the median Student Growth Percentile of the students they are each the teacher of record for based on the Renaissance Place STAR Reading assessment, an assessment on the 3rd party state-approved list. Within the STAR system, each student is assigned a Student Growth Percentile score. The process used by STAR to derive these growth percentile scores is almost identical to the process used by the State Education Department to derive its growth scores for students on the State ELA and Math Assessments. Each individual student's growth from pre-test to post-test is compared against the performance of all students (state-wide and nationally) who scored at the same level on the pre-test. Relative to other similar students, each student's level of growth earns a growth score, and all of a teacher's students' growth scores are considered to determine the median growth of that teacher's students. As outlined below, median growth at the 61st-99th percentile would earn a teacher the designation "Highly Effective." Median growth of 41st-60th percentile would earn the teacher the designation "Effective." Median growth of 21st-40th percentile would equate to "Developing." Median growth of 1st-20th percentile would be "Ineffective." (See attached chart for Renaissance Place STAR Student Growth Percentile (SGP) with 20 point scale.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The Median SGP score for the teacher's students on the Renaissance Place STAR Enterprise Assessment is 61st-99th percentile (see attached chart).
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The Median SGP score for the teacher's students on the Renaissance Place STAR Enterprise Assessment is 41st-60th percentile.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The Median SGP Score for the teacher's students on the Renaissance Place STAR Enterprise Assessment is 21st-40th percentile.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The Median SGP score for the teacher's students on the Renaissance Place STAR Enterprise Assessment is 1st-20th percentile.

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	5) District, regional, or BOCES-developed assessments	Potsdam Central School District Developed Global 2 Assessment
Global 2	5) District, regional, or BOCES-developed assessments	Potsdam Central School District Developed Global 2 Assessment
American History	3) Teacher specific achievement or growth score computed locally	US History Regents Examination

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.

<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>For Global 1 and Global 2, each teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)</p> <p>For American History, each student score will be assigned to level 1 through level 4, and the teacher's average student score will be computed (on the 4 point scale). Student achievement scores of 85-100 percent will be rated a 4. Scores of 65-84 will be a 3. Scores of 55-64 will be a 2. Scores of 0-54 will be a 1. Teachers with average class scores of 3.5 to 4 will be Highly Effective. Teachers with average class scores of 2.5 to 3.4 will be Effective. Teachers with average class scores of 1.5 to 2.4 will be Developing. Teachers with average class scores of 1 to 1.4 will be Ineffective. Each teacher's score on the 4 point scale will be converted to the 20 point scale using the attached chart.</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>For Global 1 and Global 2, 86-100% of a teacher's students met or exceeded their targets.</p> <p>For American History, teacher's average student score, on the four point scale, is between 3.5 and 4 (see attached chart).</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For Global 1 and Global 2, 75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).</p> <p>For American History, teacher's average student score, on the four point scale, is between 2.5 and 3.4 (see attached chart).</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For Global 1 and Global 2, 75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).</p> <p>For American History, teacher's average student score, on the four point scale, is between 2.5 and 3.4 (see attached chart).</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For Global 1 and Global 2, 0-50% of a teacher's students met or exceeded their targets.</p> <p>For American History, teacher's average student score, on the four point scale, is between 1 and 1.4.</p>

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	7) Student Learning Objectives	NYS Living Environment Regents Examination
Earth Science	7) Student Learning Objectives	Potsdam Central School District Developed Earth Science Assessment
Chemistry	3) Teacher specific achievement or growth score computed locally	NYS Chemistry Regents Examination
Physics	7) Student Learning Objectives	NYS Earth Science Regents Examination

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.

<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>For Living Environment, Earth Science, and Physics, each teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)</p> <p>For Chemistry, each student score will be assigned to level 1 through level 4, and the teacher's average student score will be computed (on the 4 point scale). Student achievement scores of 85-100 percent will be rated a 4. Scores of 65-84 will be a 3. Scores of 55-64 will be a 2. Scores of 0-54 will be a 1. Teachers with average class scores of 3.5 to 4 will be Highly Effective. Teachers with average class scores of 2.5 to 3.4 will be Effective. Teachers with average class scores of 1.5 to 2.4 will be Developing. Teachers with average class scores of 1 to 1.4 will be Ineffective. Each teacher's score on the 4 point scale will be converted to the 20 point scale using the attached chart.</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>For Living Environment, Earth Science and Physics, 86-100% of a teacher's students met or exceeded their targets.</p> <p>For Chemistry, teacher's average student score, on the four point scale, is between 3.5 and 4 (see attached chart).</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For Living Environment, Earth Science, and Physics, 75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points).</p> <p>For Chemistry, teacher's average student score, on the four point scale, is between 2.5 and 3.4 (see attached chart).</p>
<p>Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For Living Environment, Earth Science, and Physics, 51-74% of a teacher's students met or exceeded their targets.</p> <p>For Chemistry, teacher's average student score, on the four point scale, is between 1.5 and 2.4.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For Living Environment, Earth Science, and Physics, 0-50% of a teacher's students met or exceeded their targets.</p> <p>For Chemistry, teacher's average student score, on the four point scale, is between 1 and 1.4.</p>

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	5) District, regional, or BOCES-developed assessments	Potsdam Central School District Developed Calculus Assessment
Geometry	7) Student Learning Objectives	Potsdam Central School District Developed Pre-Calculus Assessment
Algebra 2	7) Student Learning Objectives	NYS Common Core Algebra 1 Regents and NYS Integrated Algebra I Examinations

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

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

of each box.

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

<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>For the Geometry teacher using Pre-Calculus sections and the Algebra 2 teacher using Algebra 1 sections for the Locally-selected measures, each teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)</p> <p>Note: Students taking the traditional one-year Common Core Algebra I course will only take the Common Core Algebra I Regents. So long as permitted by SED, students taking the two-year "stretch" Common Core Algebra I course will take both the Integrated Algebra Regents as well as the Common Core Algebra I Regents Exam, with the higher of the two scores used to determine the teacher of record's HEDI rating.</p> <p>For the Algebra 1 teacher using Calculus sections, each student score will be assigned to level 1 through level 4, and the teacher's average student score will be computed (on the 4 point scale). Student achievement scores of 85-100 percent will be rated a 4. Scores of 65-84 will be a 3. Scores of 55-64 will be a 2. Scores of 0-54 will be a 1. Teachers with average class scores of 3.5 to 4 will be Highly Effective. Teachers with average class scores of 2.5 to 3.4 will be Effective. Teachers with average class scores of 1.5 to 2.4 will be Developing. Teachers with average class scores of 1 to 1.4 will be Ineffective. Each teacher's score on the 4 point scale will be converted to the 20 point scale using the attached chart.</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>See attached chart in 3.13.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See attached chart in 3.13.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See attached chart in 3.13.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>See attached chart in 3.13.</p>

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	5) District, regional, or BOCES—developed assessments	Potsdam Central School District Developed ELA Assessment
Grade 10 ELA	5) District, regional, or BOCES—developed assessments	Potsdam Central School District Developed ELA Assessment
Grade 11 ELA	5) District, regional, or BOCES—developed assessments	Potsdam Central School District Developed ELA Assessment

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	For English 9, 10, and 11, each teacher will examine student test results and baseline data, and will set individual growth targets for each student based on that information. Individualized growth targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20. (see attached chart)
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	86-100% of a teacher's students met or exceeded their targets (see attached chart).
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	75-85% of a teacher's students met or exceeded their targets (80% would earn 13 points - see attached chart).
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	51-74% of a teacher's students met or exceeded their targets (see attached chart).
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	0-50% of a teacher's students met or exceeded their targets (see attached chart)

3.12) All Other Courses

Fill in for additional grades/subjects, as applicable. If you need additional space, complete additional copies of this form and upload (below) as attachments. Please note that no APPR plan shall be approved by the Commissioner for use in the 2014-2015 school year or thereafter that provides for the administration of traditional standardized assessments for use with students in kindergarten through grade two for APPR purposes (see: <http://www.engageny.org/resource/guidance-on-the-approved-regulatory-amendments-to-appr-to-help-reduce-local-testing>).

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

	Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
	Physical Education	5) District/regional/BOCES-developed	SLL/FEH BOCES Regionally Developed Grade Specific PE Assessment
	Health	5) District/regional/BOCES-developed	SLL/FEH BOCES Regionally Developed Grade Specific Health Assessment
	K-4 General Music	5) District/regional/BOCES-developed	SLL/FEH BOCES Regionally Developed Grade and Subject Specific General Music Assessment
	All Instrumental Music and Grades 5-12 General Music	5) District/regional/BOCES-developed	Potsdam Central School District Developed Grade and Course Specific Music Assessment
	Grades 5-12 Art	5) District/regional/BOCES-developed	Potsdam Central School District Developed Grade and Course Specific Art Assessment
	Grades 6-12 Technology	5) District/regional/BOCES-developed	Potsdam Central School District Developed Grade and Course Specific Technology Assessment
	AP Government	5) District/regional/BOCES-developed	Potsdam Central School District Developed Course Specific Assessment

	Grades 9-12 Special Education	5) District/regional/BOCES–developed	Potsdam Central School District Developed Course Specific Assessment
	English IV	5) District/regional/BOCES–developed	Potsdam Central School District Developed Course Specific English Assessment
	LOTE (Languages Other Than English)	5) District/regional/BOCES–developed	Potsdam Central School District Developed Course Specific Assessment
	Grades 5-8 Special Education	4) Grades 3 and up: State-approved 3rd party	Renaissance Place STAR Enterprise Assessments
	K-4 Reading	6(ii) School wide measure computed locally	NYS Grades 3-4 ELA and Math Assessments
	K-4 Art	6(ii) School wide measure computed locally	NYS Grades 3-4 ELA and Math Assessments
	ESL/ELL	6(ii) School wide measure computed locally	NYS Grades 3-4 ELA and Math Assessments
	K-4 Special Education	6(ii) School wide measure computed locally	NYS Grades 3-4 ELA and Math Assessments

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.

For Physical Education, Health, K-4 Music, Grades 6-12 Technology, AP Government, Grades 9-12 Special Education, and English IV, each teacher will examine student test results and baseline data, and will set individual achievement targets for each student based on that information. Individualized achievement targets proposed by each teacher of record will be subject to the approval of the building principal, with the ultimate approval and authority of the Superintendent of Schools. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a teacher who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the teacher's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a teacher's students meet or exceed their target, that teacher will receive 13 points out of 20 (see below for general guidelines and attached chart for specific point values).

For Grades 5-8 Special Education, each teacher's locally selected measure will be based the median Student Growth Percentile of the students they are each the teacher or co-teacher of record for based on the Renaissance Place STAR assessment, an assessment on the 3rd party state-approved list. Within the STAR system, each student is assigned a Student Growth Percentile score. The process used by STAR to derive these growth percentile scores is almost identical to the process used by the State Education Department to derive its growth scores for students on the State ELA and Math Assessments. Each individual student's growth from pre-test to post-test is compared against the performance of all students (state-wide and nationally) who scored at the same level on the pre-test. Relative to other similar students, each student's level of growth earns a growth score, and all of a teacher's students' growth scores are considered to determine the median growth of that teacher's students. As outlined below, median growth at the 61st-99th percentile would earn a teacher the designation "Highly Effective." Median growth of 41st-60th percentile would earn the teacher the designation "Effective." Median growth of 21st-40th percentile would equate to "Developing." Median growth of 1st-20th percentile would be "Ineffective." (See attached charts for Renaissance Place STAR Student Growth Percentile (SGP) with 20 and 15 point scales. Until a value-added growth measure is implemented, points (0-20) will be allocated based upon the HEDI point assignments set forth in the attachment.)

For K-4 Reading, K-4 Art, ESL/ELL, and K-4 Special Education, the locally selected measures will be based on an elementary building-wide Achievement measure based on NYS Grades 3-4 ELA and math assessments. Using the state-provided individual student scores of 1-4, a weighted building-wide average will be applied to the HEDI score. More specifically, students would be assigned a weighted level associated with their corresponding Level 1-4. Level 1's would count once. Level 2's would count twice. Level 3's would count three times. Level 4's would count four times. The weighted levels would be combined; that result would be divided by the total number of students tested to obtain an overall average score (out of 1-4) and applied to attached HEDI scale.

For LOTE, All Instrumental Music and Grades 5-12 Music, and Grades 5-12 Art, each student score will be assigned to level 1 through level 4, and the teacher's average student score will be computed (on the 4 point scale). Student achievement scores of 85-100 percent will be rated a 4. Scores of 65-84 will be a 3. Scores of 55-64 will be a 2. Scores of 0-54 will be a 1. Teachers with average class scores of 3.5 to 4 will be Highly Effective. Teachers with average class scores of 2.5 to 3.4 will be Effective. Teachers with average class scores of 1.5 to 2.4 will be Developing. Teachers with average class scores of 1 to 1.4 will be Ineffective. Each teacher's score on the 4 point scale will be converted to the 20 point scale using the attached chart.

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

See attached chart in 3.13.

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

See attached chart in 3.13.

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

See attached chart in 3.13.

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

See attached chart in 3.13.

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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12149/2843101-y92vNseFa4/Potsdam%20Central%20School%20Negotiated%20HEDIs%20for%20Locally%20Selected%20Measures%20for%203.13_gYVBp8s.docx

3.14) Locally Developed Controls

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

(No response)

3.15) Teachers with More Than One Locally Selected Measure

Describe the district's process for combining multiple locally selected measures, each scored from 0-15 or 0-20 points as applicable, into a single subcomponent HEDI category and score. Examples may include: 4th grade teacher with locally-selected measures for both ELA and Math; High School teacher with more than 1 SLO.

If educators have more than one local measure of student achievement, the measures will each earn a score from 0-20 points, or 0-15 points if value-added measures were used. These scores will then be averaged together, weighted proportionately based on the number of students in each Local Achievement Measure.

3.16) Assurances

Please check all of the boxes below:

Assure the application of locally-developed controls will be rigorous, fair, and transparent.	Checked
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
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
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
Assure that it is possible for an educator to earn each point, including 0, for the locally-selected measures subcomponent.	Checked
Assure that locally-selected measures are rigorous and comparable across all classrooms in the same grade/subject in the district.	Checked
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
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

<p>Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for the grade.</p>	Checked
<p>Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.</p>	Checked

4. Other Measures of Effectiveness (Teachers)

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4.1) Teacher Practice Rubric

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

The "Second Rubric" space is required for districts that have chosen an observation-only rubric (CLASS or NYSTCE) from the State-approved list. (Note: Any district may use multiple rubrics, as long as the same rubric(s) is used for all classroom teachers in a grade/subject across the district.)

4.1) Teacher Practice Rubric Rubric	Danielson's Framework for Teaching
---------------------------------------	------------------------------------

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

4.2) Points Within Other Measures

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

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	40
One or more observation(s) by trained independent evaluators	
Observations by trained in-school peer teachers	
Feedback from students using State-approved survey tool	
Feedback from parents/caregivers using State-approved survey tool	
Structured reviews of lesson plans, student portfolios and other teacher artifacts	20

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

We will use the Charlotte Danielson Framework for Teaching Evaluation rubric on the iObservation electronic platform. Within this system, evaluators will assign scores for various domains based upon gathering evidence gathered during classroom observations, pre-observation conferences, post-observation conferences, and reviews of documents submitted by the evaluator and the teacher. All 60 points will be based upon the Charlotte Danielson rubric. 40 points will be based upon evidence observable during classroom observations (Danielson Domains 2 & 3), and 20 points will be based on other evidence (Danielson Domains 1 & 4). Rated elements will receive scores of 1-4, and the iObservation system will be set up to weight elements to ensure that 40 of the 60 points are based on Domains 2 and 3, and the remaining 20 points are based on Domains 1 and 4. After all the evidence is submitted, the system will derive an overall score for each teacher on the scale of 1-4. This score will be applied against the attached conversion chart, which converts scores on the 4 point scale to scores on the 60 point scale.

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

assets/survey-uploads/5091/170634-eka9yMJ855/60 point conversion_extended_1 - Copy.doc

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 teacher's average rating for scores assigned on the 4 point Charlotte Danielson rubric must be 3.5 or greater.
Effective: Overall performance and results meet NYS Teaching Standards.	The teacher's average rating for scores assigned on the 4 point Charlotte Danielson rubric must be 2.5 to 3.4.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	The teacher's average rating for scores assigned on the 4 point Charlotte Danielson rubric must be 1.5 to 2.4.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	The teacher's average rating for scores assigned on the 4 point Charlotte Danielson rubric must be 1.0 to 1.4.

Provide the ranges for the 60-point scoring bands.

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

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

Formal/Long	2
Informal/Short	0
Enter Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

Formal/Long	0
Informal/Short	3
Total	3

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

5. Composite Scoring (Teachers)

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

Where there is no Value-Added measure

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

Overall
Composite Score

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

Effective
9-17
9-17
75-90

Developing
3-8
3-8
65-74

Ineffective
0-2
0-2
0-64

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

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

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

Where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/170659-Df0w3Xx5v6/Teacher Improvement Plan_1.pdf](#)

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals are limited to ineffective composite ratings for first-year teachers, to ineffective or developing ratings for all other teachers, and to those improvement plans that are generated as the result of an ineffective or developing composite rating. All grounds for appeal must be raised with specificity within a single appeal and the burden of demonstrating a right to the relief requested is with the teacher. There are four levels of appeal which must be processed within a maximum of 50 school days: evaluator (filing within 10 school days and response within 10 school days); superintendent (filing within 5 school days, superintendent hearing within 5 school days, and

determination within 5 school days); bi-partisan panel (filing within 5 school days, review and recommendation within 5 school days); and then a return to the superintendent for final, binding, determination (within 5 school days of receipt of panel's recommendation. This appeals procedure constitutes the exclusive means for initiating, reviewing, and resolving these appeals.

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 Potsdam Central School District evaluators have participated in (and will continue to participate in) the teacher evaluator training series that has been offered through the St. Lawrence-Lewis BOCES RttT Network Team. Network Team Institute participants have turn-keyed all of the essential elements from the SED Network Team Institute to the region and have conducted 8 training modules (for a total of 7 days of training during the 2011-2012 school year). Each of the training elements required in the regulations and provided by SED at the Network Team Institute has been turn-keyed to evaluators in the region with fidelity, and all district evaluators have participated fully in this series.

As further trainings are offered by SED throughout the 2012-2013 year, further regional sessions will be offered by the St. Lawrence-Lewis RttT Network Team and district teacher evaluators will attend them. Ongoing training opportunities through the St. Lawrence-Lewis BOCES RttT Network Team will enable evaluators to refresh their learning, and new administrators will receive the full training series. Those who have not been through the training series in 2011-2012 will go through the same series in 2012-13, and new evaluators will do so in years thereafter. Each year, certified evaluators will attend SLL BOCES-sponsored sessions in order to become re-certified. These sessions will focus upon continuing calibration of evaluators, ensuring inter-rater agreement and inter-rater reliability. All evaluators will participate in these yearly sessions to become re-calibrated.

All Potsdam Central School District teacher evaluators have also participated in two full days of Marzano framework instruction, focused on inter-rater agreement and inter-rater reliability. These sessions were led by trainers from Learning Sciences International who were deeply familiar with the Marzano framework. All have also participated in (and will continue to participate in) training from NorthEast Regional Information Center (NERIC) staff on the use of the iObservation electronic platform (within which the district will house its Marzano framework rubrics, instruments, and evidence).

Based upon their participation in these activities, District teacher evaluators will be certified by the Superintendent and Board of Education as lead evaluators and evaluators.

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: 04/30/2013

Last updated: 06/09/2015

For guidance on the State Growth or Comparable Measures subcomponent, see NYSED APPR Guidance sections D, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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

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

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

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

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

	5-8
	9-12
	(No response)

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

Please check the boxes below:

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

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

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

	School or Program Type	SLO with Assessment Option	Name of the Assessment
	K-4	State assessment	NYS Grades 3-4 ELA Assessment and NYS Grades 3-4 Math Assessment
	5-8	State assessment	NYS Grades 5-8 ELA and Math Assessments
	9-12	State assessment	All NYS Regents Exams

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.

<p>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.</p>	<p>The state provided growth scores will be combined with the Student Learning Objective(s) described below. Each principal and their supervisor will together examine each student's test results and baseline data, and together they will set individual growth targets for each student based on that information. The superintendent will have the final say over targets that are set. Once summative assessments have been administered, the percentage of students covered under the Student Learning Objective(s) established for a principal who meet or exceed their pre-determined target (as stated in the SLO) will be used to determine the principal's HEDI rating and the number of points (out of 20) he or she will receive. All SLO's in the district will use 80% as the middle of the Effective band. If 80% of a principal's students meet or exceed their target, that principal will receive 13 points out of 20. (see attached chart)</p> <p>If the State provided growth score for the principal, and such scores represent less than 30% of the students supervised by that principal, an SLO measure will be used. The district will set SLOs for the largest courses in the building until at least 30% of students are covered. Where such courses end in a state assessment, that assessment will be used with the SLO. The SLO measure will be based on the percentage of students school-wide meeting or exceeding individual growth targets on the listed assessments. The State-Provided scores will be weighted proportionally with the SLO results for the final HEDI score for principals.</p> <p>Based on the overall percentage of students who meet or exceed their individual growth target, a corresponding 0-20 HEDI score will be determined using the uploaded conversion chart in attachment 7.3. For SLOs, based on historical data, the principal in collaboration with the superintendent will set growth targets for each student. The superintendent will have final approval over the targets.</p>
<p>Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).</p>	<p>86-100% of a principal's students met or exceeded their targets.</p>
<p>Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).</p>	<p>75-85% of a principal's students met or exceeded their targets (80% would earn 13 points).</p>
<p>Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).</p>	<p>51-74% of a principal's students met or exceeded their targets.</p>
<p>Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).</p>	<p>0-50% of a principal's students met or exceeded their targets.</p>

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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/5365/196427-lha0DogRNw/20%20Point%20Conversion%20For%20SLO%20Based%20State%20Growth%20Scores.docx

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:

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

8. Local Measures (Principals)

Created: 04/30/2013

Last updated: 07/15/2015

For guidance on locally selected measures of student achievement or growth, see NYSED APPR Guidance sections E, F, and I. NYSED APPR Guidance is posted on www.EngageNY.org at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>.

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades

- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades

	Grade Configuration/Program	Locally-Selected Measure from List of Approved Measures	Assessment
	5-8	(d) measures used by district for teacher evaluation	STAR Reading Enterprise and STAR Reading & Math Enterprise Assessments Grades 5-8
	9-12	(e) 4, 5, and/or 6-year high school grad and/or dropout rates	Four Year High School Graduation Rate

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>For the Grade 5-8 Principal: Within the STAR system, each student is assigned a Student Growth Percentile score. The process used by STAR to derive these growth percentile scores is almost identical to the process used by the State Education Department to derive its growth scores for students on the State ELA and Math Assessments. Each individual student's growth from pre-test to post-test is compared against the performance of all students (state-wide and nationally) who scored at the same level on the pre-test. Relative to other similar students, each student's level of growth earns a growth score, and all of a principal's students' growth scores are considered to determine the median growth of that principal's students. Median growth at the 61st-99th percentile would earn a principal the designation "Highly Effective." Median growth of 41st-60th percentile would earn the principal the designation "Effective." Median growth of 21st-40th percentile would equate to "Developing." Median growth of 1st-20th percentile would be "Ineffective." (See attached chart for STAR Student Growth Percentile (SGP) with 15 point scale.)</p> <p>For the Grade 9-12 Principal: Graduation Rates will be used as the locally-determined measure of effectiveness. The graduation rate for the year will be applied to the attached 15 point conversion chart to determine the number of points earned by the principal.</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>For the Grade 5-8 Principal: The Median SGP score for the principal's students on the STAR Assessment is 61st-99th percentile.</p> <p>For the Grade 9-12 Principal: The Principal's annual student graduation percentage is between 96% and 100%. (see attached chart).</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For the Grade 5-8 Principal: The Median SGP score for the principal's students on the STAR Assessment is 41st-60th percentile.</p> <p>For the Grade 9-12 Principal: The Principal's annual student graduation percentage is between 81% and 95%. (see attached chart).</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>For the Grade 5-8 Principal: The Median SGP Score for the principal's students on the STAR Assessment is 21st-40th percentile.</p> <p>For the Grade 9-12 Principal: The Principal's annual student graduation percentage is between 72% and 80%. (see attached chart).</p>

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

For the Grade 5-8 Principal: The Median SGP score for the principal's students on the STAR Assessment is 1st-20th percentile.

For the Grade 9-12 Principal: The Principal's annual student graduation percentage is 71% or below (see attached chart).

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.

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/5366/196451-qBFVOWF7fC/Locally%20Selected%20Measures%20of%20Student%20Achievement%20for%20Principals%20with%20an%20Approved%20Value.docx>

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

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

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

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

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

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

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

	Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
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	K-4	(d) measures used by district for teacher evaluation	NYS Grades 3-4 ELA and Math assessments

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	The locally selected measures will be based on an elementary building-wide Achievement measure based on NYS Grades 3-4 ELA and math assessments. Using the state-provided individual student scores of 1-4, a weighted building-wide average will be applied to the HEDI score. More specifically, students would be assigned a weighted level associated with their corresponding Level 1-4. Level 1's would count once. Level 2's would count twice. Level 3's would count three times. Level 4's would count four times. The weighted levels would be combined; that result would be divided by the total number of students tested to obtain an overall average score (out of 1-4) and applied to attached HEDI scale.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The average of the weighted student levels of performance, on the four point scale, is between 3.2 and 4.0 (see attached chart).
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The average of the weighted student levels of performance, on the four point scale, is between 2.0 and 3.1 (see attached chart).
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The average of the weighted student levels of performance, on the four point scale, is between 1.4 and 1.9 (see attached chart).
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The average of the weighted student levels of performance, on the four point scale, is between 1 and 1.3 (see attached chart).

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.

https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12190/2843111-78MIGWUVm1/Elementary%20Principal%20Local%20HEDI_eBsKCan.docx

8.3) Locally Developed Controls

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

(No response)

8.4) Principals with More Than One Locally Selected Measure

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

If educators have more than one local measure of student achievement, the measures will each earn a score from 0-20 points, or 0-15 points if value-

added measures were used. These scores will then be averaged together, weighted proportionately based on the number of students in each Local Achievement Measure.

8.5) Assurances

Please check all of the boxes below:

Assure that the application of locally developed controls will be rigorous, fair, and transparent	Check
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
Assure that enrolled students are included in accordance with policies for student assignment to schools and may not be excluded.	Check
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Check
Assure that the process for assigning points for locally selected measures will use the narrative HEDI descriptions described in the regulations to effectively differentiate principals' performance in ways that improve student learning and instruction.	Check
Assure that it is possible for a principal to earn each point, including 0, for the locally selected measures subcomponent.	Check
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
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
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
Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.	Check
Assure that, as applicable, any third party assessment that is administered to students in kindergarten, first, or second grade, and being used for APPR purposes, is consistent with the State's APPR Assessment Guidance and is not a traditional standardized assessment.	Check

9. Other Measures of Effectiveness (Principals)

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9.1) Principal Practice Rubric

Select the choice of principal practice rubric from the menu of State-approved rubrics to assess performance based on ISLLC 2008 Standards. If your district has been granted a variance by NYSED through the variance process, select "district variance" from the menu. The "Second Rubric" space is optional. A district may use multiple rubrics, as long as the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district.

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

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

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

Is the following point assignment for all principals?

Yes

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

(No response)

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

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

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

(No response)

9.3) Assurances -- Goals

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

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

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

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

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

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

The principal will be assigned a score of 1-4 for the various elements of the Multidimensional Principal practice rubric, based on the Superintendent's broad assessment, with all 60 points coming from the rubric. Once all evidence is applied against the rubric to determine scores for the various rubric elements, the individual's average score (on the scale of 1-4) will be determined. This score will be applied against the attached conversion chart, which converts scores on the 1-4 scale to the 0-60 scale (see attached chart)

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/5143/196459-pMADJ4gk6R/60 point conversion_extended_1 - Copy.doc

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

Highly Effective: Overall performance and results exceed standards.	The principal's average rating for scores assigned on the 4 point rubric must be 3.5 or greater.
Effective: Overall performance and results meet standards.	The principal's average rating for scores assigned on the 4 point rubric must be 2.5 to 3.4.
Developing: Overall performance and results need improvement in order to meet standards.	The principal's average rating for scores assigned on the 4 point rubric must be 1.5 to 2.4.
Ineffective: Overall performance and results do not meet standards.	The principal's average rating for scores assigned on the 4 point rubric must be 1-1.4.

Please provide the locally-negotiated 60 point scoring bands.

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

9.8) School Visits

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

Probationary Principals

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

Tenured Principals

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

10. Composite Scoring (Principals)

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness
(Teacher and Leader standards)

Highly
Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

Where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of
growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

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

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

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

Overall
Composite Score

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

Effective
10-21
8-13
75-90

Developing
3-9
3-7
65-74

Ineffective
0-2
0-2
0-64

11. Additional Requirements - Principals

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in 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/5276/196489-Df0w3Xx5v6/Principal Improvement Plan.pdf](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals are limited to ineffective composite ratings for first-year principals, to ineffective or developing ratings for all other principals, and to those improvement plans that are generated as a result of an ineffective or developing composite rating. All grounds for appeal must be raised with specificity within a single appeal and the burden of demonstrating a right to the relief requested is with the principal. There are three levels of appeal which must be processed within a maximum of 70 calendar days: evaluator (filing with 15 calendar days and response within 15 calendar days); bi-partisan panel (filing within 10 calendar days, review and recommendation

within 10 calendar days); and district superintendent of the St. Lawrence-Lewis BOCES for final determination (filing within 10 calendar days of panel's recommendation and binding determination by district superintendent within 10 calendar days. This appeals procedure constitutes the exclusive means for initiating, reviewing, and resolving these appeals.

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 Principal Evaluators have participated in the St. Lawrence-Lewis BOCES RtT Network Team training series on Principal Evaluation. This series, incorporating all training elements, involved 5 sessions during the 2011-12 year. Network Team representatives attended all SED Network Team Institute sessions related to Principal evaluation, and all NYSCOSS/LEAF sessions on Principal evaluation. These trainers turn-keyed the content from these sessions to all Principal Evaluators in the St. Lawrence-Lewis BOCES region during the 5 sessions of the 2011-12 year. As further training is provided by SED and NYSCOSS, it will be attended by the St. Lawrence-Lewis BOCES RtT Network team representatives and turn-keyed back to Principal evaluators in the region. The District will also utilize on-going training materials provided through the LEAF Subscription Services of NYSCOSS to participate in ongoing training both regionally and in-district moving forward to assure certification of evaluators. Those who have not been through the training series in 2011-12 will go through the same series in 2012-13, and new evaluators will do so in years thereafter. Each year, certified evaluators will attend SLL BOCES-sponsored sessions in order to become re-certified. These session will focus upon continuing calibration of evaluators, ensuring inter-rater agreement and inter-rater reliability. All evaluators will participate in these yearly sessions to become re-calibrated.

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: 04/30/2013

Last updated: 03/18/2015

Page 1

12.1) Upload the Joint Certification of the APPR Plan

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

<https://NYSED-APPR2.fluidreview.com/media/assets/survey-uploads/12158/2843119-3Uqgn5g9lu/Potsdam CSD ORIGINAL Certification Form with Signatures from 2012.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.

Potsdam Central School HEDI Tables for State/SLO 20 points

1. 20 Point Conversion for S.L.O. Based State/Growth Scores and for Local 20% when S.L.O.'s are used

The below HEDI table will be used for all Potsdam Central School staff writing SLOs except those elementary (K-4) teachers using the school-wide/team measure based on gr. 3-4 student performance on NYS ELA and math assessments. See p. 2 for that HEDI table.

	% of Students Meeting or Exceeding Their Target	# of Points Earned by Teacher
Highly Effective (18-20 points)	93-100%	20
	90-92%	19
	86-89%	18
Effective (9-17 points)	85%	17
	84%	16
	82-83%	15
	81%	14
	80%	13
	78-79%	12
	77%	11
	76%	10
Developing (3-8 points)	75%	9
	71-74%	8
	67-70%	7
	63-66%	6
	59-62%	5
Ineffective (0-2 points)	55-58%	4
	51-54%	3
	25-50%	2
	11-24%	1
	0-10%	0

2. *20-Point Conversion for Elementary Teachers Using School-wide SLO for State Score based on Gr. 3-4 student performance on NYS ELA and Math assessments*

The below HEDI scale will be used for SLOs for K-4 teachers at Potsdam Central School basing student growth on the performance of all gr. 3-4 students based on their performance on the NYS ELA and math assessments. This school-wide SLO includes mastery growth targets of each student meeting or exceeding at least a 3 on NYS ELA and math assessments on the NYS ELA and Math state assessments for gr. 3-4. Based on the overall percentage of students who meet or exceed the target this HEDI table determines the number of points earned.

	% of Students Scoring at Proficiency (Levels 3 & 4)	# of Points Earned by Teacher
Highly Effective (18-20 points)	89-100%	20
	82-88%	19
	75-81%	18
Effective (9-17 points)	68-74%	17
	61-67%	16
	54-60%	15
	47-53%	14
	40-46%	13
	37-39%	12
	34-36%	11
	31-33%	10
Developing (3-8 points)	28-30%	9
	25-27%	8
	22-24%	7
	19-21%	6
	16-18%	5
	13-15%	4
Ineffective (0-2 points)	10-12%	3
	7-9%	2
	4-6%	1
	0-3%	0

3. **Conversion HEDI for teachers using Value-Added State-Provided Growth Score as a Measure.** (Note: If/When value-added is in place the score would be based out of 25 points but a non-ELA/Math teacher score would need to be based out of 20 points. This conversion chart would be referenced for that conversion.)

	25-Point Scale	20-Point Conversion
Highly Effective	25	20
	24	20
	23	19
	22	18
Effective	21	17
	20	17
	19	16
	18	16
	17	15
	16	15
	15	14
	14	13
	13	12
	12	11
	11	10
Developing	10	9
	9	8
	8	8
	7	7
	6	6
	5	5
	4	4
Ineffective	3	3
	2	2
	1	1
	0	0

Potsdam Central School HEDI Tables for Locally Selected Measures (1)

1. 20 Point Conversion for Local Score when Achievement (Class Average on the Summative Assessment) is Used (Assessment is 4 point scale)

	Measure of Central Tendency	# of Points Earned by Teacher
Highly Effective (18-20 points)	3.9-4.0	20
	3.7-3.8	19
	3.5-3.6	18
Effective (9-17 points)	3.3-3.4	17
	3.2	16
	3.1	15
	3.0	14
	2.9	13
	2.8	12
	2.7	11
	2.6	10
Developing (3-8 points)	2.5	9
	2.3-2.4	8
	2.1-2.2	7
	1.9-2.0	6
	1.7-1.8	5
	1.6	4
Ineffective (0-2 points)	1.5	3
	1.3-1.4	2
	1.1-1.2	1
	1.0	0

2. 15 Point Conversion for Local Score when Achievement is Used (Assessment is 4 point scale)

	Measure of Central Tendency	# of Points Earned by Teacher
Highly Effective (14-15 points)	3.8-4.0	15
	3.5-3.7	14
Effective (8-13 points)	3.3-3.4	13
	3.2	12
	3.0-3.1	11
	2.8-2.9	10
	2.7	9
	2.5-2.6	8
Developing (3-7 points)	2.3-2.4	7
	2.1-2.2	6
	1.9-2.0	5
	1.7-1.8	4
	1.5-1.6	3
Ineffective (0-2 points)	1.3-1.4	2
	1.1-1.2	1
	1.0	0

3. *20 Point Conversion for Renaissance Place STAR Student Growth Percentile Measures*

	Median Growth Percentile Among Educator's Students	# of Points Earned by Teacher
Highly Effective (18-20 points)	87-99	20
	74-86	19
	61-73	18
Effective (9-17 points)	58-60	17
	55-57	16
	53-54	15
	51-52	14
	49-50	13
	47-48	12
	45-46	11
	43-44	10
Developing (3-8 points)	41-42	9
	37-40	8
	33-36	7
	30-32	6
	27-29	5
	24-26	4
Ineffective (0-2 points)	21-23	3
	14-20	2
	7-13	1
	1-6	0

4. *15 Point Conversion for Renaissance Place STAR Student Growth Percentile Measures*

	Median Growth Percentile Among Educator's Students	# of Points Earned by Teacher
Highly Effective (14-15 points)	87-99	15
	61-86	14
Effective (8-13 points)	55-60	13
	53-54	12
	51-52	11
	49-50	10
	45-48	9
	41-44	8
Developing (3-7 points)	37-40	7
	33-36	6
	27-32	5
	24-26	4
	21-23	3
Ineffective (0-2 points)	14-20	2
	7-13	1
	1-6	0

Potsdam Central School HEDI Tables for Locally Selected Measures

1. 20 Point Conversion for S.L.O. Based State/Growth Scores and for Local 20% when S.L.O.'s are used

The below HEDI table will be used for all Potsdam Central School staff writing SLOs except those elementary (K-4) teachers using the school-wide/team measure based on gr. 3-4 student performance on NYS ELA and math assessments. See p. 2 for that HEDI table.

	% of Students Meeting or Exceeding Their Target	# of Points Earned by Teacher
Highly Effective (18-20 points)	93-100%	20
	90-92%	19
	86-89%	18
Effective (9-17 points)	85%	17
	84%	16
	82-83%	15
	81%	14
	80%	13
	78-79%	12
	77%	11
	76%	10
Developing (3-8 points)	75%	9
	71-74%	8
	67-70%	7
	63-66%	6
	59-62%	5
	55-58%	4
Ineffective (0-2 points)	51-54%	3
	25-50%	2
	11-24%	1
	0-10%	0

2. *20 Point Conversion for Local Score when Achievement (Class Average on the Summative Assessment) is Used (Assessment is 4 point scale)*

	Measure of Central Tendency	# of Points Earned by Teacher
Highly Effective (18-20 points)	3.9-4.0	20
	3.7-3.8	19
	3.5-3.6	18
Effective (9-17 points)	3.3-3.4	17
	3.2	16
	3.1	15
	3.0	14
	2.9	13
	2.8	12
	2.7	11
	2.6	10
Developing (3-8 points)	2.5	9
	2.3-2.4	8
	2.1-2.2	7
	1.9-2.0	6
	1.7-1.8	5
Ineffective (0-2 points)	1.6	4
	1.5	3
	1.3-1.4	2
	1.1-1.2	1
	1.0	0

3. *15 Point Conversion for Local Score when Achievement is Used (Assessment is 4 point scale)*

	Measure of Central Tendency	# of Points Earned by Teacher
Highly Effective (14-15 points)	3.8-4.0	15
	3.5-3.7	14
Effective (8-13 points)	3.3-3.4	13
	3.2	12
	3.0-3.1	11
	2.8-2.9	10
	2.7	9
Developing (3-7 points)	2.5-2.6	8
	2.3-2.4	7
	2.1-2.2	6
	1.9-2.0	5
	1.7-1.8	4
Ineffective (0-2 points)	1.5-1.6	3
	1.3-1.4	2
	1.1-1.2	1
	1.0	0

4. 20 Point Conversion for locally selected measures based on Achievement/Class Average on a Summative Assessment out of 100 points

	% of Students Meeting or Exceeding Their Target	# of Points Earned by Teacher
Highly Effective (18-20 points)	93-100%	20
	90-92%	19
	86-89%	18
Effective (9-17 points)	85%	17
	84%	16
	82-83%	15
	81%	14
	80%	13
	78-79%	12
	77%	11
	76%	10
	75%	9
Developing (3-8 points)	71-74%	8
	67-70%	7
	63-66%	6
	59-62%	5
	55-58%	4
Ineffective (0-2 points)	51-54%	3
	25-50%	2
	11-24%	1
	0-10%	0

5. *20 Point Conversion for Renaissance Place STAR Student Growth Percentile Measures*

	Median Growth Percentile Among Educator's Students	# of Points Earned by Teacher
Highly Effective (18-20 points)	87-99	20
	74-86	19
	61-73	18
Effective (9-17 points)	58-60	17
	55-57	16
	53-54	15
	51-52	14
	49-50	13
	47-48	12
	45-46	11
	43-44	10
Developing (3-8 points)	41-42	9
	37-40	8
	33-36	7
	30-32	6
	27-29	5
	24-26	4
Ineffective (0-2 points)	21-23	3
	14-20	2
	7-13	1
	1-6	0

6. *15 Point Conversion for Renaissance Place STAR Student Growth Percentile Measures*

	Median Growth Percentile Among Educator's Students	# of Points Earned by Teacher
Highly Effective (14-15 points)	87-99	15
	61-86	14
Effective (8-13 points)	55-60	13
	53-54	12
	51-52	11
	49-50	10
	45-48	9
	41-44	8
Developing (3-7 points)	37-40	7
	33-36	6
	27-32	5
	24-26	4
	21-23	3
Ineffective (0-2 points)	14-20	2
	7-13	1
	1-6	0

7. 20-Point Conversion for Elementary Teachers Using Building-wide Measure for Local Score based on Achievement calculated by taking the weighted average of NYS Grades 3-4 ELA and math assessment scores.

Weighting conversion is:

1 x number of students scoring 1

2 x number of students scoring 2

3 x number of students scoring 3

4 x number of students scoring 4

Divide the weighted total by the # of students that took the Math and ELA exams in grades 3 and 4 and apply it to the table below to determine # points earned.

	Average of weighted student levels of performance	# of Points Earned by Teacher
Highly Effective (18-20 points)	3.7-4.0	20
	3.4-3.6	19
	3.2-3.3	18
Effective (9-17 points)	3.0-3.1	17
	2.8-2.9	16
	2.7-2.6	15
	2.5	14
	2.4	13
	2.3	12
	2.2	11
	2.1	10
Developing (3-8 points)	2.0	9
	1.9	8
	1.8	7
	1.7	6
	1.6	5
	1.5	4
Ineffective (0-2 points)	1.4	3
	1.3	2
	1.2	1
	1.0-1.1	0

8. **25-to-20 Point Conversion HEDI for teachers using Principal Value-Added State-Provided Growth Score as a Measure.** (Note: If/When value-added is in place the principal score would be based out of 25 points but a non-ELA/Math teacher score would need to be based out of 20 points. This conversion chart would be referenced for that conversion.)

	25-Point Scale	20-Point Conversion
Highly Effective	25	20
	24	20
	23	19
	22	18
Effective	21	17
	20	17
	19	16
	18	16
	17	15
	16	15
	15	14
	14	13
	13	12
	12	11
	11	10
Developing	10	9
	9	8
	8	8
	7	7
	6	6
	5	5
	4	4
Ineffective	3	3
	2	2
	1	1
	0	0

Appendix B

60% Other Measures Rubric Score to Sub-Component Conversion Chart

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

1.367		45
1.375		46
1.383		47
1.392		48
1.400		49
Developing 50-56		
1.5		50
1.6		51
1.7		51
1.8		52
1.9		53
2		54
2.1		54
2.2		55
2.3		56
2.4		56
Effective 57-58		
2.5		57
2.6		57
2.7		57
2.8		58
2.9		58
3		58
3.1		58
3.2		58
3.3		58
3.4		58
Highly Effective 59-60		
3.5		59
3.6		59
3.7		60
3.8		60
3.9		60
4		60

TEACHERS' IMPROVEMENT PLAN

Teacher _____

Composite Score _____

Subject/Grade Level _____

Score Breakdown _____

Administrator _____

Date(s): _____

Preconference _____

Observation(s) _____

Coaching _____

Standards Chosen for Further Development	Action(s) to be Taken	Administrator's Responsibilities	Teacher's Responsibilities	Timeline for Progress	Indicators of Success	Improvements Made and Documented

Administrator's Signature: _____

Date: _____

Teacher's Signature: _____

Date: _____

Representative/Witness Signature: _____

Date: _____

Or Teacher's Signature Waiving Representation: _____

Date: _____

20 Point Conversion for S.L.O. Based State/Growth Scores

	% of Students Meeting or Exceeding Their Target	# of Points Earned by Teacher
Highly Effective (18-20 points)	93-100%	20
	90-92%	19
	86-89%	18
Effective (9-17 points)	85%	17
	84%	16
	82-83%	15
	81%	14
	80%	13
	78-79%	12
	77%	11
	76%	10
	75%	9
Developing (3-8 Points)	71-74%	8
	67-70%	7
	63-66%	6
	59-62%	5
	55-58%	4
	51-54%	3
Ineffective (0-2 points)	25-50%	2
	11-24%	1
	0-10%	0

**Locally Selected Measures of Student Achievement
for Principals with an Approved Value-Added Measure
HEDI Rating Scales**

Grade 5-8 Principal

Results of student growth on the STAR Reading & Math Enterprise Assessments in Grades 5-8 will be used as the locally-determined measure of effectiveness.

Scale for STAR Student Growth Percentile Measures (15 Points)

	Median Growth Percentile among Educator's Students	# of Points Earned by Teacher
Highly Effective (14-15 points)	87-99%	15
	61-86%	14
Effective (8-13 points)	55-60%	13
	53-54%	12
	51-52%	11
	49-50%	10
	45-48%	9
Developing (3-7 Points)	41-44%	8
	37-40%	7
	33-36%	6
	27-32%	5
	24-26%	4
Ineffective (0-2 points)	21-23%	3
	14-20%	2
	7-13%	1
	1-6%	0

Grade 9-12 Principal

Graduation Rates, as noted on the School Report Card, will be used as the locally-determined measure of effectiveness.

15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
98-100	96-97	93-95	90-92	87-89	85-86	83-84	81-82	80	78-79	76-77	74-75	72-73	71	70	>70
Highly Effective	Effective						Developing				Ineffective				

1. 20-Point Conversion for K-4 Elementary Principal Using Building-wide Measure for Local Score based on Achievement calculated by taking the weighted average of NYS Grades 3-4 ELA and math assessment scores.

Weighting conversion is:

1 x number of students scoring 1

2 x number of students scoring 2

3 x number of students scoring 3

4 x number of students scoring 4

Divide the weighted total by the # of students that took the Math and ELA exams in grades 3 and 4 and apply it to the table below to determine # points earned.

	Average of weighted student levels of performance	# of Points Earned
Highly Effective (18-20 points)	3.7-4.0	20
	3.4-3.6	19
	3.2-3.3	18
Effective (9-17 points)	3.0-3.1	17
	2.8-2.9	16
	2.7-2.6	15
	2.5	14
	2.4	13
	2.3	12
	2.2	11
	2.1	10
Developing (3-8 points)	2.0	9
	1.9	8
	1.8	7
	1.7	6
	1.6	5
	1.5	4
Ineffective (0-2 points)	1.4	3
	1.3	2
	1.2	1
	1.0-1.1	0

Appendix B

60% Other Measures Rubric Score to Sub-Component Conversion Chart

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

1.367		45
1.375		46
1.383		47
1.392		48
1.400		49
Developing 50-56		
1.5		50
1.6		51
1.7		51
1.8		52
1.9		53
2		54
2.1		54
2.2		55
2.3		56
2.4		56
Effective 57-58		
2.5		57
2.6		57
2.7		57
2.8		58
2.9		58
3		58
3.1		58
3.2		58
3.3		58
3.4		58
Highly Effective 59-60		
3.5		59
3.6		59
3.7		60
3.8		60
3.9		60
4		60

PRINCIPAL/INSTRUCTIONAL ADMINISTRATOR IMPROVEMENT PLAN

Principal/Instructional Administrator _____

Composite Score _____

Building/Area of Supervision _____

Score Breakdown _____

Supervisor _____

Date(s) of Observation(s) _____

Differentiated Activities to Support Improvement

Needed Areas of Improvement	Action(s) to be Taken	Supervisor's Responsibilities	Principal/Instructional Administrator's Responsibilities	Timeline for Achieving Improvement	The Manner in which Improvement will be Assessed	Progress Documentation

Supervisor's Signature: _____

Date: _____

Principal/Instructional Administrator's Signature: _____

Date: _____

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

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

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

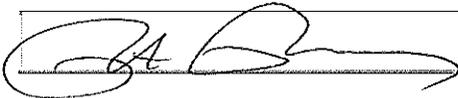
The school district or BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to their APPR Plan:

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

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

Signatures, dates

Superintendent Signature: Date:

 12/11/12

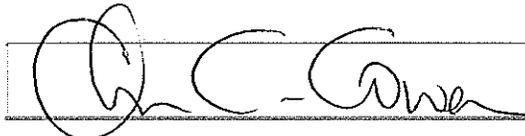
Teachers Union President Signature: Date:

 12/12/12

Administrative Union President Signature: Date:

 12.11.12

Board of Education President Signature: Date:

 12-11-12