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

Commissioner of Education
President of the University of the State of New York
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December 19, 2012

David Sholes, Superintendent
Red Creek Central School District
Church Street, P.O. Box 190
Red Creek, NY 13143

Dear Superintendent Sholes:

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

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

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

Thank you again for your hard work.

Sincerely,

John B. King, Jr.
Commissioner

Attachment

c: Michael Glover

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

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

Annual Professional Performance Reviews: 2012-13

Created Wednesday, June 13, 2012
Updated Wednesday, December 19, 2012

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 651503040000

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

651503040000

1.2) School District Name: RED CREEK CSD

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

RED CREEK CSD

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

- Strengthening Teacher and Leader Effectiveness RFP (NYSED)

1.5) Assurances

Please check all of the boxes below:

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

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

Re-submission to address deficiencies

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

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

Annual (2012-13)

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

Created Wednesday, June 13, 2012
Updated Wednesday, December 19, 2012

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade K ELA assessment
1	District, regional, or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 1 ELA assessment
2	District, regional, or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 2 ELA assessment

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	75-90%% of students meet target. See attached
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	64% or less of students meet target. See attached

2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade K Math assessment
1	District, regional, or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 1 Math assessment
2	District, regional, or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 2 Math assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	64% or less of students meet target. See attached

2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 6 Science assessment
7	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 7 Science assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

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.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	64% or less of students meet target. See attached

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 6 Social Studies assessment
7	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 7 Social Studies assessment
8	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 8 Social Studies assessment

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

Comparable Growth Measures subcomponent. Include any district-determined expectations for student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet District goals for similar students.	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below District goals for similar students.	65-75% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	64% or less of students meet target. See attached

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	Wayne-Finger Lakes BOCES 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 student performance.

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet District goals for similar students.	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below District goals for similar students.	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	64% or less of students meet target. See attached

2.7) High School Science Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet District goals for similar students.	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below District goals for similar students.	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	64% or less of students meet target. See attached

2.8) High School Math Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet District goals for similar students.	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below District goals for similar students.	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	64% or less of students meet target. See attached

2.9) High School English Language Arts

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

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

	High School English Courses	Assessment
Grade 9 ELA	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 9 ELA assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Wayne-Finger Lakes BOCES Grade 10 ELA assessment
Grade 11 ELA	Regents assessment	NYS English Regents grade 11

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet District goals for similar students.	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below District goals for similar students.	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	64% or less of students meet target. See attached

2.10) All Other Courses

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

Course(s) or Subject(s)	Option	Assessment
All other courses	District, Regional or BOCES-developed	Wayne-Finger Lakes regionally developed assessment or Red Creek CSD locally developed assessment for each course and grade specific.

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

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.	Teachers will administer a pre-assessment to determine baseline data. Teachers and Principals will Collaboratively set growth targets and HEDI points assigned based of the percent of students meeting or exceeding target levels.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	91-100% of students meet target. See attached
Effective (9 - 17 points) Results meet District goals for similar students.	75-90% of students meet target. See attached
Developing (3 - 8 points) Results are below District goals for similar students.	65-74% of students meet target. See attached
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	64% or less of students meet target. See attached

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

(No response)

2.11) HEDI Tables or Graphics

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

assets/survey-uploads/5364/142449-TXEtxx9bQW/slo.PDF

2.12) Locally Developed Controls

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

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

(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:

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

3. Local Measures (Teachers)

Created Thursday, June 21, 2012
Updated Wednesday, December 19, 2012

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Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

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

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

3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish.

5	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish.
6	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish.
7	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
8	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
5	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
6	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
7	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
8	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.3) HEDI Tables or Graphics

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

assets/survey-uploads/5139/144716-rhJdBgDruP/APPRFILE.pdf

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

described in 1) or 2), above

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

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

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

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

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

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
1	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
2	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
3	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
1	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
2	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment,

		Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
3	6(ii) School-wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

7	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
8	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

7	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
8	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Global 2	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
American History	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Earth Science	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Chemistry	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Physics	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in

	each category as part 25% of the final score. See attachment
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Geometry	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Algebra 2	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Grade 10 ELA	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish
Grade 11 ELA	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	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.

	Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
	All other courses	6(ii) School wide measure computed locally	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish

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.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	See attached chart.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attached chart.

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

(No response)

3.13) HEDI Tables or Graphics

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

assets/survey-uploads/5139/144716-y92vNseFa4/APPRFILE.pdf

3.14) Locally Developed Controls

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

controls or adjustments.

Scores of students identified by the CSE as having a disability will be adjusted in the following manner: Raw scores will be increased by a factor of 1.17. This is being done because students with disbilities, by virtue of their designation of requiring an individualized education plan, have different goals and instructional supports in the educational setting than the general population. Students identified as English Language Learners and assigned to the K-12 Instructional Program for English Language Learners will have their raw scores adjusted in the same manner as students with a disability because achievement of their learning goals is compromised by their lack of facility with the English Language; thus requiring different instructional suppports and modified learning goals. A student with a disability who is also an English Language Learner will have the raw score adjusted just once by a factor of 1.17. We see no potentially problematic incentives associated with this adjustment and in no instances will a teachers HEDI score be adjusted by more than 2 points.

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.

See attached.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

Created Wednesday, June 20, 2012
Updated Wednesday, December 19, 2012

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4.1) Teacher Practice Rubric

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

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

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

Danielson's Framework for Teaching (2011 Revised Edition)

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	40
One or more observation(s) by trained independent evaluators	(No response)
Observations by trained in-school peer teachers	(No response)
Feedback from students using State-approved survey tool	(No response)
Feedback from parents/caregivers using State-approved survey tool	(No response)
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, combine them into a single file, and upload as an attachment for review. Click here for a downloadable copy of Form 4.2. (MS Word)

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

Using Danielson revised 2011 rubric domains 1 and 4 will be weighted as 10 points each. Domains 2 and 3 will be weighted as 20 points each.

Domains Weighting Calculation
Domain 1
Planning and Preparation 17% (D1 Average) x (17%) = D1 Weighted Score
Domain 2
Classroom Environment 33% (D2 Average) x (33%) = D2 Weighted Score
Domain 3

Instruction 33% (D3 Average) x (33%) = D3 Weighted Score
Domain 4
Professional Responsibilities 17% (D4 Average) x (17%) = D4 Weighted Score
Totals 100% Sum Total of Weighted Scores (D1+D2+D3+D4) will be used on the HEDI chart attached to compute 0-60 HEDI points for each teacher.
Domains will be rated on a 1-4 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/5091/144408-eka9yMJ855/Red Creek 60 Point Conversion Chart_1.docx

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	A rubric rating of 3.25 or greater
Effective: Overall performance and results meet NYS Teaching Standards.	A rubric rating of 2.73 to 3.24
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	A rubric rating of 1.89 to 2.72
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	A rubric rating of 1.0 to 1.88

Provide the ranges for the 60-point scoring bands.

Highly Effective	59-60
Effective	57-58
Developing	40-56
Ineffective	0-39

4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers | Formal/Long	1
4.6) Observations of Probationary Teachers | Informal/Short	1
4.6) Observations of Probationary Teachers | Enter Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0

Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	00

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

- Both

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

- Both

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- Both

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

- Both

5. Composite Scoring (Teachers)

Created Wednesday, June 20, 2012
Updated Wednesday, December 19, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

Highly Effective	59-60
Effective	57-58
Developing	40-56
Ineffective	0-39

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

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Updated Wednesday, December 19, 2012

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/5265/147399-Df0w3Xx5v6/TIPforms.doc

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

ARTICLE VII. PROCEDURES FOR APPEALING AN ANNUAL PROFESSIONAL PERFORMANCE REVIEW

7.1. The following procedures are the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a tenured teacher's annual professional performance review. The procedures contained herein are not available to probationary teachers.

7.2. This procedure shall be in effect unless changed by the parties or until the requirement to have such a procedure under Education Law §3012-c is repealed by law, regulation or a valid ruling by a court or administrative agency with jurisdiction. Any changes made to this appeal process wil be made in accordance with Education Law 3012-c

(1) A teacher who receives a composite APPR score of "ineffective" may appeal his or her performance review.

For the 2012-13 school year only, a teacher who receives a composite APPR score of "developing" may only appeal a perceived procedural violation, as described in (2) (b), (c), and (d) below. Thereafter, a composite APPR score of "developing" may only be appealed if the teacher received a composite APPR score of "highly effective" or "effective" for the school year immediately preceding the "developing" score. This shall be the only circumstance in which a composite APPR score of "developing" may be appealed.

Ratings of "highly effective" or "effective" cannot be appealed.

This provision shall be reopened for negotiations should a monetary incentive be associated with attaining a certain rating.

(2) A teacher may appeal only: a) the substance of his or her performance review; b) the school district's adherence to standards and methodologies required for such reviews; c) adherence to applicable regulations of the commissioner of education; and d) compliance with the procedures for the conduct of performance reviews set forth in the annual professional performance review plan.

(3) A teacher may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

(4) Appeals concerning a teacher's performance review must be received in the office of the Superintendent of Schools no later than twelve (12) calendar days after the date when the teacher receives his/her composite APPR score. The failure to submit an appeal to the Superintendent of Schools within this time frame shall result in a waiver of the teacher's right to appeal that performance review.

(5) A teacher wishing to initiate an appeal must submit, in writing (e-mail or other electronic submissions are not permitted), to the Superintendent or his/her designee, with a copy to the evaluator whose performance review is being appealed, a detailed description of the precise point(s) of disagreement over his or her performance review, along with any and all additional documents or written materials that he or she believes are relevant to the resolution of the appeal. Any such additional information not submitted at the time the appeal is filed shall not be considered in the deliberations related to the resolution of the appeal.

(6) Within twelve (12) calendar days of the Superintendent's receipt of an appeal, the staff member responsible for the performance review being appealed shall submit to the Superintendent or his/her designee a detailed response to the appeal, including copies of any and all documents or information used to develop the performance review being appealed.

(7) Under this appeals process the teacher has the burden of proving a clear legal right to the relief requested and the burden of establishing the facts upon which he/she seeks relief. The burden of proof shall be by preponderance of the evidence.

(9) The Superintendent or his or her designee shall issue a written decision on the merits of the appeal no later than thirty (30) calendar days from the date when the teacher filed his or her appeal.

(10) The decision of the Superintendent or the Superintendent's designee shall be final and an appeal shall be deemed completed upon the issuance of that decision. The decision of the Superintendent or the Superintendent's designee shall not be subject to any further appeal.

(11) If the appeal is sustained, the original performance review shall be expunged and replaced with the performance review drafted by the Superintendent or the Superintendent's designee. The Superintendent's or designee's performance review may not be reviewed or appealed under this procedure.

(12) The teacher's failure to comply with the requirements of these procedures shall result in a waiver and/or denial of the appeal.

(13) The grievance and/or arbitration procedures in any negotiated agreement shall not be used to appeal or review a teacher's perceived violation of (2)(a) listed above. To the extent that a conflict exists between a negotiated agreement and this procedure, the terms and conditions of this procedure shall prevail and be applied.

A teacher must use this procedure first to raise an appeal based on a perceived violation of (2)(b), (c) or (d) listed above. Should any alleged procedural violations remain unresolved after the completion of the above steps, said unit member may then use the Grievance

Procedure in the RCTA collective bargaining agreement for resolution. This is separate from the appeal process and the appeal will be timely and expeditious.

6.4) Training and Certification of Lead Evaluators and Evaluators

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

ARTICLE V. EVALUATOR TRAINING

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

(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;

(4) Application and use of the teacher or principal rubric(s), including training on the effective application of such rubrics to observe a teacher's practice;

(5) Application and use of any assessment tools that the school district utilizes to evaluate its classroom teachers, 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 locally selected measures of student achievement used by the district to evaluate its teachers;

(7) Use of the Statewide Instructional Reporting System;

(8) The scoring methodology including how scores are generated for each subcomponent and the composite effectiveness score and application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the teacher's overall rating and their subcomponent ratings; and

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

5.2. The Superintendent will ensure that lead evaluators participate in annual training and are re-certified on an annual basis. The BOCES Network Team will be utilized to provide the training and recertification and maintain inter-rater reliability. Any individual who fails to achieve required training or certification or re-certification, as applicable, shall not conduct or complete evaluations.

6.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.6) Assurances -- Teachers | Assure that teachers will receive timely and constructive feedback as part of the evaluation process.	Checked
6.6) Assurances -- Teachers | Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

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

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

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

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

K-12
(No response)
(No response)
(No response)
(No response)
(No response)
(No response)

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

Please check the boxes below:

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	n/a
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	n/a
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	n/a
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	n/a
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	n/a

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

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

Note: The only allowable controls or adjustments for Comparable Growth Measures are those used in State Growth measures, which

include: prior student achievement results, students with disabilities, English language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents.

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
	k-12	(d) measures used by district for teacher evaluation	NYS Grade 3-8 ELA, Math, and Science assessments and Grades 9-12 NYS Regents in Comprehensive English, Integrated Algebra, Geometry, Algebra2/Trigonometry, Global History and Geography, U.S. History and Government, Living Environment, Physical Setting/Earth Science, Physical Setting/Chemistry, Physical Setting/Physics, and Comprehensive Spanish.

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.	Hedi rating will be a school wide score computed using the NYS grade 3-8 ELA, Math, and Science assessments as 50% or the score and NYS Regents Exams in English,Algebra,Geometry,Trigonometry,Global Studies, U.S. History, Living Environment, Earth Science, Chemistry, Physics, and Spanish for the other 50% of the score. Percent passing and Mastery level will be used in each category as part 25% of the final score. See attachment
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attachment
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement	See attachment

for grade/subject.	
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attachment
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	See attachment

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)

assets/survey-uploads/5366/174932-8o9AH60arN/APPRadmin.pdf

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

(No response)

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

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

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

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

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

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

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

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

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

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

(g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative

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

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

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

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

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

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.	All Principals are covered by the locally selected measures indicated in 8.1 above.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	na
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	na
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	na
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	na

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

(No response)

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

(No response)

8.3) Locally Developed Controls

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

(No response)

8.4) Principals with More Than One Locally Selected Measure

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

(No response)

8.5) Assurances

Please check all of the boxes below:

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

9. Other Measures of Effectiveness (Principals)

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Updated Wednesday, December 19, 2012

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9.1) Principal Practice Rubric

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

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

The Reeves Leadership Performance Matrix

(No response)

9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

Yes

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

(No response)

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

Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points]	41
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.	19

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

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

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

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

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

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

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

The rubric will count for 41 of the 60 points. Three goals will be used for the other 19 points. The rubric scale of 1-4 will be converted using the chart below. (see attachment)
Each goal will have a point value assigned from and then rated along a scale to earn points. The scale will range from 0 to the top point value that has been assigned to that goal.
The rubric and goals scores will be combined together to assign a score to each principal from 0-60. (see attachment)

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/5143/174936-pMADJ4gk6R/Principal60ptchart.docx

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

Highly Effective: Overall performance and results exceed standards.	See attachment
Effective: Overall performance and results meet standards.	See attachment
Developing: Overall performance and results need improvement in order to meet standards.	See attachment
Ineffective: Overall performance and results do not meet standards.	See attachment

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	54-60
Effective	50-53
Developing	40-49
Ineffective	0-39

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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Updated Thursday, December 13, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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	54-60
Effective	50-53
Developing	40-49
Ineffective	0-39

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Tuesday, September 11, 2012
Updated Monday, December 17, 2012

Page 1

11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

assets/survey-uploads/5276/174944-Df0w3Xx5v6/PrincipalPIP.docx

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

ARTICLE IX
PROCEDURES FOR APPEALING AN ANNUAL PROFESSIONAL
PERFORMANCE REVIEW

9.1 To the extent a principal wishes to challenge his/her performance review and/or improvement plan (PIP) under the new APPR system; the District has developed an appeals procedure. A principal who receives an effectiveness composite score rating of

"ineffective" or "developing" may appeal his/her performance review. Ratings of "highly effective" or "effective" cannot be appealed.

9.2 This appeals procedure does not diminish the authority of the School Board to terminate probationary principals during their probationary period for statutorily and constitutionally permissible reasons other than performance. While the APPR shall be a "significant factor" in tenure and other employment decisions, nothing herein requires an appeal be exhausted before a tenure determination can be made. In addition, appeal procedures shall not cause a principal to acquire tenure when an evaluation appeal is pending.

9.3 In accordance with the law, for purposes of disciplinary proceedings under Education Law 3020-a, a "pattern" of ineffective teaching or performance shall be defined as two consecutive annual ineffective ratings received by a principal through the APPR process.

9.4 In order to implement the requirements of N.Y. Education Law 3012-c, the District and the Association hereby agree as follows:

A. Where and to the extent applicable, the Annual Professional Performance Review of classroom principals shall be a significant factor for employment decisions and principal development, and will be subject to any procedures, which may in the future be negotiated by the District and the Association.

B. A unit member holding the position of classroom principal may appeal only the substance of the Annual Professional Performance Review, the District's adherence to the standards and methodologies required for such review, and the District's compliance with its procedures for conducting the Annual Professional Performance Review, or its issuance and/or implementation of the terms of the Principal Improvement Plan.
9.5 Only tenured principals may file an appeal. Non-tenured principals will have the right to add a response to the annual evaluation, which will be kept in his/her personnel file with the annual evaluation. Only "ineffective" or "developing" ratings may be appealed. A principal may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.

9.6 The principal bringing an appeal has the burden of demonstrating a clear legal right to the relief requested and the burden of establishing that there is no substantial evidence upon which to base the District's conclusion.

9.7 Such appeal must be submitted in writing to the Superintendent. The writing must explain in detail the specific basis for the appeal, and provide any documents in support of the appeal. The appeal must be submitted within ten (10) calendar days of the principal's receipt of the final Annual Professional Performance Review or Principal Improvement Plan, or other act under this section, which is the subject of the appeal, or it is deemed waived. Within fifteen (15) calendar days, the Superintendent may provide the principal with a written response.

9.8 Upon receipt of the written appeal, the Superintendent and USAA President shall mutually agree on a hearing officer who has been trained in the selected rubric. The hearing officer shall be provided with a copy of the written appeal and any written response from the Superintendent. The hearing officer shall render a decision based on the written submissions, this APPR Plan and memorandum of agreement, and Education Law §3012-c and any implementing regulations. The hearing officer shall issue a written decision within thirty (30) days after receiving such written appeal. The hearing officer's decision shall be final, binding, and unreviewable.

9.9 The costs of the hearing officer shall be shared equally by the parties.

11.4) Training and Certification of Lead Evaluators and Evaluators

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

EVALUATOR TRAINING

6.1 The Superintendent will ensure that he/she and any evaluators of principals have been trained and that all lead evaluators have been trained and certified in accordance with regulation. The District will utilize BOCES Network Team evaluator training and lead evaluator training and certification in accordance with SED procedures and processes. Lead evaluator training will include training on:

(1) The ISLLC Leadership 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;

(4) Application and use of the principal or principal rubric(s), including training on the effective application of such rubrics to observe a principal or principal's practice;

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

(6) Application and use of any locally selected measures of student achievement used by the district evaluate its principals or principals;

(7) Use of the Statewide Instructional Reporting System;

(8) The scoring methodology including how scores are generated for each subcomponent and the composite effectiveness score and application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the principal's or principal's overall rating and their subcomponent ratings; and

(9) Specific considerations in evaluating principals and principals of English language learners and students with disabilities.

The Superintendent will ensure that lead evaluators participate in annual training and are re-certified on an annual basis. and maintain inter-rater reliability. The BOCES Network Team will be utilized to provide the training and recertification. Any individual who fails to achieve required training or certification or re-certification, as applicable, shall not conduct or complete evaluations.

11.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- Checked

11.6) Assurances -- Principals

Please check all of the boxes below:

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

11.7) Assurances -- Data

Please check all of the boxes below:

11.7) Assurances -- Data | Assure that the NYSED will receive accurate teacher and student data, including enrollment and attendance data and any other student, teacher, school, course,	Checked

and teacher/student linkage data necessary to comply with this Subpart, in a format and timeline prescribed by the Commissioner.	
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 Thursday, October 25, 2012
Updated Wednesday, December 19, 2012

Page 1

12.1)Upload the Joint Certification of the APPR Plan

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

assets/survey-uploads/5581/207273-3Uqgn5g9Iu/form2.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.

Red Creek CSD SLO Hedi Chart for section 2 of Review Room

% of Students Meeting SLO Target	Points For NYS Student Growth Measure
96-100	20
93-95	19
91-92	18
90	17
89	16
87-88	15
85-86	14
83-84	13
81-82	12
79-80	11
77-78	10
75-76	9
74	8
73	7
71-72	6
69-70	5
67-68	4
65-66	3
60-64	2
50-59	1
Less than 50	0

APPENDIX A
Student Learning Objective Template

All SLOs MUST include the following basic components:	
Population	*These are the students assigned to the course section(s) in this SLO - all students who are assigned to the course section(s) must be included in the SLO. (Full class rosters of all students must be provided for all included course sections.)*
Learning Content	*What is being taught over the instructional period covered? Common Core/National/State standards? Will this goal apply to all standards applicable to a course or just to specific priority standards?*
Interval of Instructional Time	*What is the instructional period covered (if not a year, rationale for semester/quarter/etc)?*
Evidence	*What specific assessment(s) will be used to measure this goal? The assessment must align to the learning content of the course.*

Baseline	*What is the starting level of students' knowledge of the learning content at the beginning of the instructional period?*
Target(s)	*What is the expected outcome (target) of students' level of knowledge of the learning content at the end of the instructional period?*
HEDI Scoring	*How will evaluators determine what range of student performance "meets" the goal (effective) versus "well-below" (ineffective), "below" (developing), and "well-above" (highly effective)?*
Rationale	*Describe the reasoning behind the choices regarding learning content, evidence, and target and how they will be used together to prepare students for future growth and development in subsequent grades/courses, as well as college and career readiness.*

HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING						INEFFECTIVE		
			17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
96-100	93-95	91-92	90	89	87-88	85-86	83-84	81-82	79-80	77-78	75-76	74	73	71-72	69-70	67-68	65-66	60-64	50-59	<50

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 1:

Set common growth targets.

Example: 90% of students, including special populations, will grow by 60 percentage points or more on their summative assessment compared to their pre-test for the standards. (e.g., Student E's target is 60 more than 30, or 90.)

Student	Pre-Test Score	Summative Target
Student A	10	70
Student B	20	80
Student C	5	65
Student D	0	60
Student E	30	90
Student F	10	70

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 2:

Set growth-to-mastery targets.

Example: 85% of students, including special populations, will grow to score 75% or higher on the summative assessment for the selected standards.

Student	Pre-Test Score	Summative Target
Student A	10	75
Student B	20	75
Student C	5	75
Student D	0	75
Student E	30	75
Student F	10	75

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 3:

Set differentiated growth targets.

Example: 85% of students, including special populations, will meet or exceed their individualized target.

Student	Pre-Test Score	Summative Target
Student A	10	80
Student B	20	80
Student C	5	75
Student D	0	70
Student E	30	85
Student F	10	80

Teacher 60 Point conversion chart using the domains on a 1-4 scale.

Red Creek 60 Point Conversion Chart		
4.00	Highly Effective	60.00
3.94	Highly Effective	60.00
3.88	Highly Effective	60.00
3.81	Highly Effective	60.00
3.75	Highly Effective	60.00
3.65	Highly Effective	59.00
3.55	Highly Effective	59.00
3.45	Highly Effective	59.00
3.35	Highly Effective	59.00
3.25	Highly Effective	59.00

Red Creek 60 Point Conversion Chart		
3.24	Effective	58.00
3.18	Effective	58.00
3.13	Effective	58.00
3.07	Effective	58.00
3.01	Effective	58.00
2.96	Effective	57.00
2.90	Effective	57.00
2.84	Effective	57.00
2.79	Effective	57.00
2.73	Effective	57.00
2.72	Developing	56.00
2.62	Developing	55.00
2.57	Developing	54.00
2.52	Developing	53.00
2.48	Developing	52.00
2.43	Developing	51.00
2.38	Developing	50.00
2.33	Developing	49.00
2.28	Developing	48.00
2.23	Developing	47.00
2.18	Developing	46.00
2.13	Developing	45.00
2.09	Developing	44.00
2.04	Developing	43.00
1.99	Developing	42.00
1.94	Developing	41.00
1.89	Developing	40.00
1.88	Ineffective	39.00
1.85	Ineffective	38.00
1.83	Ineffective	37.00
1.80	Ineffective	36.00
1.78	Ineffective	35.00
1.76	Ineffective	34.00
1.74	Ineffective	33.00

1.71	Ineffective	32.00
1.69	Ineffective	31.00
1.67	Ineffective	30.00
1.65	Ineffective	29.00
1.62	Ineffective	28.00
1.60	Ineffective	27.00
1.58	Ineffective	26.00
1.56	Ineffective	25.00
1.54	Ineffective	24.00
1.51	Ineffective	23.00
1.49	Ineffective	22.00
1.47	Ineffective	21.00
1.45	Ineffective	20.00
1.42	Ineffective	19.00
1.40	Ineffective	18.00
1.38	Ineffective	17.00
1.36	Ineffective	16.00
1.33	Ineffective	15.00
1.31	Ineffective	14.00
1.29	Ineffective	13.00
1.27	Ineffective	12.00
1.25	Ineffective	11.00
1.22	Ineffective	10.00
1.20	Ineffective	9.00
1.18	Ineffective	8.00
1.16	Ineffective	7.00
1.13	Ineffective	6.00
1.11	Ineffective	5.00
1.09	Ineffective	4.00
1.07	Ineffective	3.00
1.04	Ineffective	2.00
1.02	Ineffective	1.00
1.00	Ineffective	0.00

Red Creek CSD SLO Hedi Chart for section 2 of Review Room

% of Students Meeting SLO Target	Points For NYS Student Growth Measure
96-100	20
93-95	19
91-92	18
90	17
89	16
87-88	15
85-86	14
83-84	13
81-82	12
79-80	11
77-78	10
75-76	9
74	8
73	7
71-72	6
69-70	5
67-68	4
65-66	3
60-64	2
50-59	1
Less than 50	0

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Target(s)	*What is the expected outcome (target) of students' level of knowledge of the learning content at the end of the instructional period?*
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Rationale	*Describe the reasoning behind the choices regarding learning content, evidence, and target and how they will be used together to prepare students for future growth and development in subsequent grades/courses, as well as college and career readiness.*

HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING						INEFFECTIVE		
			17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
96-100	93-95	91-92	90	89	87-88	85-86	83-84	81-82	79-80	77-78	75-76	74	73	71-72	69-70	67-68	65-66	60-64	50-59	<50

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 1:

Set common growth targets.

Example: 90% of students, including special populations, will grow by 60 percentage points or more on their summative assessment compared to their pre-test for the standards. (e.g., Student E's target is 60 more than 30, or 90.)

Student	Pre-Test Score	Summative Target
Student A	10	70
Student B	20	80
Student C	5	65
Student D	0	60
Student E	30	90
Student F	10	70

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 2:

Set growth-to-mastery targets.

Example: 85% of students, including special populations, will grow to score 75% or higher on the summative assessment for the selected standards.

Student	Pre-Test Score	Summative Target
Student A	10	75
Student B	20	75
Student C	5	75
Student D	0	75
Student E	30	75
Student F	10	75

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 3:

Set differentiated growth targets.

Example: 85% of students, including special populations, will meet or exceed their individualized target.

Student	Pre-Test Score	Summative Target
Student A	10	80
Student B	20	80
Student C	5	75
Student D	0	70
Student E	30	85
Student F	10	80

RED CREEK CENTRAL SCHOOL
RED CREEK NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 1 (Grades K-12)

Percent of Students at Levels 3 & 4 on Grades 3-8 NYS ELA and Math Assessments and Grades 4 & 8 NYS Science Assessments

Percent *	No Value Added Model Points	Value Added Model Points
70% - 100%	5	3.75
67% - 69%	4.5	3.38
64% - 66%	4	3
62% - 63%	3.5	2.63
60% - 61%	3	2.25
50% - 59%	2.5	1.88
40% - 49%	2	1.5
30% - 39%	1.5	1.13
20% - 29%	1	0.75
10% - 19%	0.5	0.38
0% - 9%	0	0

* Percent of students passing (Levels 3 & 4) on each separate assessment added together and then divided by the total number of assessments (8)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 2 (Grades K-12)

Percent of Students at Mastery Level (4) on Grades 3-8 NYS ELA and Math Assessments and Grades 4 & 8 NYS Science Assessments

Percent *	No Value Added Model Points	Value Added Model Points
≥ 20%	5	3.75
17% - 19%	4.5	3.38
14% - 16%	4	3
12% - 13%	3.5	2.63
10% - 11%	3	2.25
8% - 9%	2.5	1.88
6% - 7%	2	1.5
4% - 5%	1.5	1.13
2% - 3%	1	0.75
1%	0.5	0.38
0%	0	0

* Percent of students at Mastery Level (4) on each separate assessment added together and then divided by the total number of assessments (8)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 3 (Grades K-12)

Percent of Students Passing the following NYS Regents Examinations:
English, Algebra, Geometry, Trigonometry, Global Studies, US History
Living Environment, Earth Science, Chemistry, Physics, Spanish

Percent *	No Value Added Model Points	Value Added Model Points
98% - 100%	5	3.75
95% - 97%	4.5	3.38
91% - 94%	4	3
89% - 90%	3.5	2.63
87% - 88%	3	2.25
85% - 86%	2.5	1.88
80% - 84%	2	1.5
70% - 79%	1.5	1.13
60% - 69%	1	0.75
50% - 59%	0.5	0.38
0% - 49%	0	0

* Percent of students passing (65 or greater) on each separate NYS Regents Exam added together and divided by the total number of Regents exams (11)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 4 (Grades K-12)

Percent of Students at Mastery Level (85 or greater) on the following NYS Regents Exams: English, Algebra, Geometry, Trigonometry, Global Studies, US History Living Environment, Earth Science, Chemistry, Physics, Spanish

Percent *	No Value Added Model Points	Value Added Model Points
50% - 100%	5	3.75
47% - 49%	4.5	3.38
44% - 46%	4	3
42% - 43%	3.5	2.63
40% - 41%	3	2.25
36% - 39%	2.5	1.88
30% - 35%	2	1.5
20% - 29%	1.5	1.13
10% - 19%	1	0.75
5% - 9%	0.5	0.38
0% - 4%	0	0

* Percent of students at Mastery Level (85 or greater) on each separate NYS Regents Exam added together and divided by the total number of Regents exams (11)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

LOCAL 20% APPR COMPILATION SHEET

Take Part 1, 2, 3, and 4 Point total and add them together
Then convert that total into HEDI points using the chart below

	No Value Added Model		Value Added Model
Part 1, 2, 3, 4 Total	HEDI Score	Part 1, 2,3,4 Total	HEDI Score
19.5 - 20	20	14.5 - 15	15
18.5 - 19.49	19	13.5 - 14.49	14
17.5 - 18.49	18	12.5 - 13.49	13
16.5 - 17.49	17	11.5 - 12.49	12
15.5 - 16.49	16	10.5 - 11.49	11
14.5 - 15.49	15	9.5 - 10.49	10
13.5 - 14.49	14	8.5 - 9.49	9
12.5 - 13.49	13	7.5 - 8.49	8
11.5 - 12.49	12	6.5 - 7.49	7
10.5 - 11.49	11	5.5 - 6.49	6
9.5 - 10.49	10	4.5 - 5.49	5
8.5 - 9.49	9	3.4 - 4.49	4
7.5 - 8.49	8	2.5 - 3.49	3
6.5 - 7.49	7	1.5 - 2.49	2
5.5 - 6.49	6	0.5 - 1.49	1
4.5 - 5.49	5	0 - 0.49	0
3.5 - 4.49	4		
2.5 - 3.49	3		
1.5 - 2.49	2		
0.5 - 1.49	1		
0 - 0.49	0		

Red Creek CSD SLO Hedi Chart for section 2 of Review Room

% of Students Meeting SLO Target	Points For NYS Student Growth Measure
96-100	20
93-95	19
91-92	18
90	17
89	16
87-88	15
85-86	14
83-84	13
81-82	12
79-80	11
77-78	10
75-76	9
74	8
73	7
71-72	6
69-70	5
67-68	4
65-66	3
60-64	2
50-59	1
Less than 50	0

APPENDIX A
Student Learning Objective Template

All SLOs MUST include the following basic components:	
Population	*These are the students assigned to the course section(s) in this SLO - all students who are assigned to the course section(s) must be included in the SLO. (Full class rosters of all students must be provided for all included course sections.)*
Learning Content	*What is being taught over the instructional period covered? Common Core/National/State standards? Will this goal apply to all standards applicable to a course or just to specific priority standards?*
Interval of Instructional Time	*What is the instructional period covered (if not a year, rationale for semester/quarter/etc)?*
Evidence	*What specific assessment(s) will be used to measure this goal? The assessment must align to the learning content of the course.*

Baseline	*What is the starting level of students' knowledge of the learning content at the beginning of the instructional period?*
Target(s)	*What is the expected outcome (target) of students' level of knowledge of the learning content at the end of the instructional period?*
HEDI Scoring	*How will evaluators determine what range of student performance "meets" the goal (effective) versus "well-below" (ineffective), "below" (developing), and "well-above" (highly effective)?*
Rationale	*Describe the reasoning behind the choices regarding learning content, evidence, and target and how they will be used together to prepare students for future growth and development in subsequent grades/courses, as well as college and career readiness.*

HIGHLY EFFECTIVE			EFFECTIVE									DEVELOPING						INEFFECTIVE		
			17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
96-100	93-95	91-92	90	89	87-88	85-86	83-84	81-82	79-80	77-78	75-76	74	73	71-72	69-70	67-68	65-66	60-64	50-59	<50

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 1:

Set common growth targets.

Example: 90% of students, including special populations, will grow by 60 percentage points or more on their summative assessment compared to their pre-test for the standards. (e.g., Student E's target is 60 more than 30, or 90.)

Student	Pre-Test Score	Summative Target
Student A	10	70
Student B	20	80
Student C	5	65
Student D	0	60
Student E	30	90
Student F	10	70

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 2:

Set growth-to-mastery targets.

Example: 85% of students, including special populations, will grow to score 75% or higher on the summative assessment for the selected standards.

Student	Pre-Test Score	Summative Target
Student A	10	75
Student B	20	75
Student C	5	75
Student D	0	75
Student E	30	75
Student F	10	75

APPENDIX B
Student Learning Objective Target Setting Methods

SLO Target Method 3:

Set differentiated growth targets.

Example: 85% of students, including special populations, will meet or exceed their individualized target.

Student	Pre-Test Score	Summative Target
Student A	10	80
Student B	20	80
Student C	5	75
Student D	0	70
Student E	30	85
Student F	10	80

RED CREEK CENTRAL SCHOOL
RED CREEK NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 1 (Grades K-12)

Percent of Students at Levels 3 & 4 on Grades 3-8 NYS ELA and Math Assessments and Grades 4 & 8 NYS Science Assessments

Percent *	No Value Added Model Points	Value Added Model Points
70% - 100%	5	3.75
67% - 69%	4.5	3.38
64% - 66%	4	3
62% - 63%	3.5	2.63
60% - 61%	3	2.25
50% - 59%	2.5	1.88
40% - 49%	2	1.5
30% - 39%	1.5	1.13
20% - 29%	1	0.75
10% - 19%	0.5	0.38
0% - 9%	0	0

* Percent of students passing (Levels 3 & 4) on each separate assessment added together and then divided by the total number of assessments (8)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 2 (Grades K-12)

Percent of Students at Mastery Level (4) on Grades 3-8 NYS ELA and Math Assessments and Grades 4 & 8 NYS Science Assessments

Percent *	No Value Added Model Points	Value Added Model Points
≥ 20%	5	3.75
17% - 19%	4.5	3.38
14% - 16%	4	3
12% - 13%	3.5	2.63
10% - 11%	3	2.25
8% - 9%	2.5	1.88
6% - 7%	2	1.5
4% - 5%	1.5	1.13
2% - 3%	1	0.75
1%	0.5	0.38
0%	0	0

* Percent of students at Mastery Level (4) on each separate assessment added together and then divided by the total number of assessments (8)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 3 (Grades K-12)

Percent of Students Passing the following NYS Regents Examinations:
English, Algebra, Geometry, Trigonometry, Global Studies, US History
Living Environment, Earth Science, Chemistry, Physics, Spanish

Percent *	No Value Added Model Points	Value Added Model Points
98% - 100%	5	3.75
95% - 97%	4.5	3.38
91% - 94%	4	3
89% - 90%	3.5	2.63
87% - 88%	3	2.25
85% - 86%	2.5	1.88
80% - 84%	2	1.5
70% - 79%	1.5	1.13
60% - 69%	1	0.75
50% - 59%	0.5	0.38
0% - 49%	0	0

* Percent of students passing (65 or greater) on each separate NYS Regents Exam added together and divided by the total number of Regents exams (11)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 4 (Grades K-12)

Percent of Students at Mastery Level (85 or greater) on the following NYS Regents Exams: English, Algebra, Geometry, Trigonometry, Global Studies, US History Living Environment, Earth Science, Chemistry, Physics, Spanish

Percent *	No Value Added Model Points	Value Added Model Points
50% - 100%	5	3.75
47% - 49%	4.5	3.38
44% - 46%	4	3
42% - 43%	3.5	2.63
40% - 41%	3	2.25
36% - 39%	2.5	1.88
30% - 35%	2	1.5
20% - 29%	1.5	1.13
10% - 19%	1	0.75
5% - 9%	0.5	0.38
0% - 4%	0	0

* Percent of students at Mastery Level (85 or greater) on each separate NYS Regents Exam added together and divided by the total number of Regents exams (11)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

LOCAL 20% APPR COMPILATION SHEET

Take Part 1, 2, 3, and 4 Point total and add them together
Then convert that total into HEDI points using the chart below

	No Value Added Model		Value Added Model
Part 1, 2, 3, 4 Total	HEDI Score	Part 1, 2,3,4 Total	HEDI Score
19.5 - 20	20	14.5 - 15	15
18.5 - 19.49	19	13.5 - 14.49	14
17.5 - 18.49	18	12.5 - 13.49	13
16.5 - 17.49	17	11.5 - 12.49	12
15.5 - 16.49	16	10.5 - 11.49	11
14.5 - 15.49	15	9.5 - 10.49	10
13.5 - 14.49	14	8.5 - 9.49	9
12.5 - 13.49	13	7.5 - 8.49	8
11.5 - 12.49	12	6.5 - 7.49	7
10.5 - 11.49	11	5.5 - 6.49	6
9.5 - 10.49	10	4.5 - 5.49	5
8.5 - 9.49	9	3.4 - 4.49	4
7.5 - 8.49	8	2.5 - 3.49	3
6.5 - 7.49	7	1.5 - 2.49	2
5.5 - 6.49	6	0.5 - 1.49	1
4.5 - 5.49	5	0 - 0.49	0
3.5 - 4.49	4		
2.5 - 3.49	3		
1.5 - 2.49	2		
0.5 - 1.49	1		
0 - 0.49	0		

APPENDIX D
Teacher Improvement Plan (TIP)

STATUS
☐1st Year Probationer
☐2nd Year Probationer
☐3rd Year Probationer
☐Tenured
☐Other_____

DATE FINAL EVALUATION CONDUCTED:
_____

The NYS Commissioner's Regulation (30-2.10) requires that any teacher with an annual professional performance review rated as Developing or Ineffective shall receive a Teacher Improvement Plan. A TIP shall be developed in consultation with the teacher and union representation shall be afforded at the teacher's request. A TIP is not a disciplinary action. At the end of a mutually agreed upon timeline, the teacher, administrator and mentor (if one has been assigned), and a union representative (if requested by the teacher) shall meet to assess the effectiveness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly.

Teacher:_____ Tenure Area:_____

Position:_____

Participants:
_____
____

Place a check mark in the box next to any domain below that is rated as Developing or Ineffective.

____ Domain 1: Planning and Preparation: ____ Domain 2: Classroom Environment

____ Domain 3: Instruction ____ Domain 4: Professional Responsibilities

APPENDIX D
Teacher Improvement Plan (TIP)

In the space below, describe the following: List goals to address the domains assessed as Developing or Ineffective; list differentiated activities to support the teacher's improvement in the areas listed above; describe the manner in which the improvement will be assessed and provide a timeline for achieving improvement.

Goals to address area(s) checked off above:	**Activities & provided support for improvement:**	**How will the improvement be assessed? (Evidence?)**	**Achievement Timeline:**

I acknowledge receipt of this Teacher Improvement Plan and it has been discussed and reviewed with me.

_____ _____

Teacher Signature Date

I have reviewed and discussed this Teacher Improvement Plan with the above referenced teacher.

_____ _____

Administrator Signature Date

APPENDIX D
Teacher Improvement Plan (TIP)

TIP Progress Monitoring Conference(s)

Date: **Comments:**	**Date:** **Comments:**	**Date:** **Comments:**	**Date:** **Comments:**	**Date:** **Comments:**

Final TIP Conference

Administrator's Comments:

Administrator's Signature_____ Date _____

Educator's Comments:

Educator's Signature _____ Date _____

RED CREEK CENTRAL SCHOOL
RED CREEK NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 1 (Grades K-12)

Percent of Students at Levels 3 & 4 on Grades 3-8 NYS ELA and Math Assessments and Grades 4 & 8 NYS Science Assessments

Percent *	No Value Added Model Points	Value Added Model Points
70% - 100%	5	3.75
67% - 69%	4.5	3.38
64% - 66%	4	3
62% - 63%	3.5	2.63
60% - 61%	3	2.25
50% - 59%	2.5	1.88
40% - 49%	2	1.5
30% - 39%	1.5	1.13
20% - 29%	1	0.75
10% - 19%	0.5	0.38
0% - 9%	0	0

* Percent of students passing (Levels 3 & 4) on each separate assessment added together and then divided by the total number of assessments (8)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 2 (Grades K-12)

Percent of Students at Mastery Level (4) on Grades 3-8 NYS ELA and Math Assessments and Grades 4 & 8 NYS Science Assessments

Percent *	No Value Added Model Points	Value Added Model Points
≥ 20%	5	3.75
17% - 19%	4.5	3.38
14% - 16%	4	3
12% - 13%	3.5	2.63
10% - 11%	3	2.25
8% - 9%	2.5	1.88
6% - 7%	2	1.5
4% - 5%	1.5	1.13
2% - 3%	1	0.75
1%	0.5	0.38
0%	0	0

* Percent of students at Mastery Level (4) on each separate assessment added together and then divided by the total number of assessments (8)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 3 (Grades K-12)

Percent of Students Passing the following NYS Regents Examinations:
English, Algebra, Geometry, Trigonometry, Global Studies, US History
Living Environment, Earth Science, Chemistry, Physics, Spanish

Percent *	No Value Added Model Points	Value Added Model Points
98% - 100%	5	3.75
95% - 97%	4.5	3.38
91% - 94%	4	3
89% - 90%	3.5	2.63
87% - 88%	3	2.25
85% - 86%	2.5	1.88
80% - 84%	2	1.5
70% - 79%	1.5	1.13
60% - 69%	1	0.75
50% - 59%	0.5	0.38
0% - 49%	0	0

* Percent of students passing (65 or greater) on each separate NYS Regents Exam added together and divided by the total number of Regents exams (11)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

APPR LOCALLY SELECTED MEASURES FOR LOCAL 20% SCHOOL WIDE MEASUREMENT

PART 4 (Grades K-12)

Percent of Students at Mastery Level (85 or greater) on the following NYS Regents Exams: English, Algebra, Geometry, Trigonometry, Global Studies, US History Living Environment, Earth Science, Chemistry, Physics, Spanish

Percent *	No Value Added Model Points	Value Added Model Points
50% - 100%	5	3.75
47% - 49%	4.5	3.38
44% - 46%	4	3
42% - 43%	3.5	2.63
40% - 41%	3	2.25
36% - 39%	2.5	1.88
30% - 35%	2	1.5
20% - 29%	1.5	1.13
10% - 19%	1	0.75
5% - 9%	0.5	0.38
0% - 4%	0	0

* Percent of students at Mastery Level (85 or greater) on each separate NYS Regents Exam added together and divided by the total number of Regents exams (11)

RED CREEK CENTRAL SCHOOL
RED CREEK, NY

LOCAL 20% APPR COMPILATION SHEET

Take Part 1, 2, 3, and 4 Point total and add them together
Then convert that total into HEDI points using the chart below

	No Value Added Model		Value Added Model
Part 1, 2, 3, 4 Total	HEDI Score	Part 1, 2,3,4 Total	HEDI Score
19.5 - 20	20	14.5 - 15	15
18.5 - 19.49	19	13.5 - 14.49	14
17.5 - 18.49	18	12.5 - 13.49	13
16.5 - 17.49	17	11.5 - 12.49	12
15.5 - 16.49	16	10.5 - 11.49	11
14.5 - 15.49	15	9.5 - 10.49	10
13.5 - 14.49	14	8.5 - 9.49	9
12.5 - 13.49	13	7.5 - 8.49	8
11.5 - 12.49	12	6.5 - 7.49	7
10.5 - 11.49	11	5.5 - 6.49	6
9.5 - 10.49	10	4.5 - 5.49	5
8.5 - 9.49	9	3.4 - 4.49	4
7.5 - 8.49	8	2.5 - 3.49	3
6.5 - 7.49	7	1.5 - 2.49	2
5.5 - 6.49	6	0.5 - 1.49	1
4.5 - 5.49	5	0 - 0.49	0
3.5 - 4.49	4		
2.5 - 3.49	3		
1.5 - 2.49	2		
0.5 - 1.49	1		
0 - 0.49	0		

Red Creek CSD Principal Rubric Chart

Red Creek 60 Point Conversion Chart		
4.00	Highly Effective	41
3.94	Highly Effective	41
3.88	Highly Effective	41
3.81	Highly Effective	41
3.75	Highly Effective	41
3.65	Highly Effective	40
3.55	Highly Effective	40
3.45	Highly Effective	40
3.35	Highly Effective	40
3.25	Highly Effective	40

Red Creek 60 Point Conversion Chart		
3.24	Effective	39
3.18	Effective	39
3.13	Effective	39
3.07	Effective	39
3.01	Effective	39
2.96	Effective	38
2.90	Effective	38
2.84	Effective	38
2.79	Effective	38
2.73	Effective	38
2.67	Developing	37
2.62	Developing	36
2.57	Developing	35
2.52	Developing	34
2.48	Developing	33
2.43	Developing	32
2.38	Developing	31
2.33	Developing	30
2.28	Developing	29
2.23	Developing	28
2.18	Developing	27
2.13	Developing	26
2.09	Developing	25
2.04	Developing	24
1.99	Developing	23
1.94	Developing	22
1.89	Developing	21
1.87	Ineffective	20
1.85	Ineffective	19
1.83	Ineffective	18
1.80	Ineffective	17
1.78	Ineffective	16
1.76	Ineffective	15
1.74	Ineffective	14
1.71	Ineffective	13
1.69	Ineffective	12
1.67	Ineffective	11
1.65	Ineffective	10
1.62	Ineffective	10
1.60	Ineffective	10
1.58	Ineffective	9
1.56	Ineffective	9
1.54	Ineffective	9
1.51	Ineffective	9
1.49	Ineffective	9
1.47	Ineffective	9
1.45	Ineffective	9
1.42	Ineffective	9
1.40	Ineffective	9
1.38	Ineffective	9
1.36	Ineffective	9
1.33	Ineffective	9
1.31	Ineffective	9
1.29	Ineffective	9
1.27	Ineffective	9
1.25	Ineffective	9
1.22	Ineffective	9
1.20	Ineffective	9
1.18	Ineffective	8.00
1.16	Ineffective	7.00
1.13	Ineffective	6.00
1.11	Ineffective	5.00
1.09	Ineffective	4.00
1.07	Ineffective	3.00
1.04	Ineffective	2.00
1.02	Ineffective	1.00
1.00	Ineffective	0.00

Red Creek Principal Goal Chart

Based on a Performance Index calculated as follows:

Goal 1, 2 and 3 will each be scored on a 100 point scale as follows

Completed and exceeds expectations = 91 -100 points
Completed and is at or above expectations = 75 – 90 points
Not all completed at below expectations = 65 – 74 points
None completed and well below expectations = 0 -64 points

The points for each goal is then added up and divided by 3 for a Performance Index and converted to HEDI points using the following chart:

Raw Score	HEDI Pts
95-100	19
90-94	18
85-89	17
80-84	16
75-79	15
70-74	14
65-69	13
60-64	12
55-59	11
54	10
53	9
52	8
51	7
50	6
49	5
48	4
47	3
46	2
45	1
0-44	0

The HEDI Points from the Rubric and the HEDI Points from the Goals will be added together for the 60 point piece.

ARTICLE VIII
PRINCIPAL IMPROVEMENT PLANS

8.1 If a principal's performance is evaluated as "ineffective" or "developing", the Superintendent shall be required to develop a Principal Improvement Plan (PIP) in consultation with the principal. Such Plan will be shared with and implemented within ten (10) work days of the start of the school year within which the Plan will be applied. The Plan shall include, but not be limited to, an identification of the areas in need of improvement, a timeline for achieving improvement, suggestions for improvement, support to be provided, and measurable outcomes to be evaluated.

8.2 The procedures outlined in this Plan will also be used for any and all appeals of Principal Improvement Plans that are issued in accordance with the annual professional performance review plan. Appeals related to the issuance of an improvement plan are limited to issues regarding compliance with the requirements prescribed in applicable law and regulations for the issuance of improvement plans, and must be initiated within ten (10) schooldays of the alleged failure of the District to comply with such requirements.

8.3 The PIP shall be designed as follows:

The PIP must be completed in writing.

The PIP shall articulate what professional assistance the school district shall provide to the principal, including the possible assignment of a mentor, enrollment at conferences or professional development workshops or trainings, or provide additional administrative support to promote the principal's successful completion of the improvement plan.

All three areas comprising the composite score, (State Assessment, Local Assessment and Other Measures of Effectiveness) must be included in the PIP if applicable.

Area(s) for improvement within the OME must be clearly linked to the rubric.

Once all area(s) have been listed, specific deficiencies must be detailed.

Remedial improvements must be detailed with sufficient specificity so that the principal's course of action is clear and measurable.

Extra support to be given to the principal must be clearly specified.

The minimum period for the PIP is the end of the school year in which the PIP is created.

The supervisor/evaluator must meet minimally, monthly, with the principal to review the PIP and the progress noted to date. At the meeting, the principal

shall be provided with a written report reflecting his/her progress toward the articulated goals. Additional meetings may be held if deemed necessary by the Lead Evaluator or the Principal. Constructive and positive feedback must be the goal of the supervisor/evaluator in handling the PIP.

A formal, final meeting shall be held within ten (10) school days of the completion of the improvement plan.

Within ten (10) school days of the final meeting, the Lead Evaluator shall issue a final written summative assessment delineating progress made with an opportunity for comments by the principal.

8.4 The forms to be used for a PIP are attached to this APPR.

8.5 The district agrees that a tenured principal who receives an ineffective rating on the HEDI scale and successfully completes the school-year-long Principal Improvement Plan, who is subsequently rated ineffective in the school year following the school year during which the successful completion of the PIP is done, will be placed on a subsequent PIP for the following school year.

8.6 In the event of continued unsatisfactory performance, the Superintendent of Schools shall review the APPR composite score and other criteria before taking any action in a circumstance where a tenured principal receives an composite score of ineffective on the HEDI rating in a school year, then successfully completes an assigned PIP and thereafter receives another composite score of ineffective on the HEDI rating and completes successfully another PIP.

Principal Improvement Plan

NAME_____ SCHOOL_____

SCHOOL YEAR_____

Rubric Domain: _____ Rubric Element _____

State Assessment_____ Local Assessment _____

Area(s) in Need of Improvement	Desired Outcomes	Activities to Support the Achievement of the Desired Outcomes	Timeline for Completion	Resources to be provided by the District	Evidence to Support Achievement of Goal	Was Desired Outcome Achieved (Y/N date)

Duplicate as necessary

Definition of the terms used on the Principal's Improvement Plan:

Area(s) in Need of Improvement-The Lead Evaluator will only list those areas in need of improvement that were directly responsible for the principal receiving an Ineffective or Developing Rating.

Desired Outcomes-The Lead Evaluator will provide specific success driven outcome/goal statements

Activities to Support the Achievement of the Desired Outcomes-The Lead Evaluator will list the activities that the principal should engage in to meet the desired outcomes.

Timeline for Completion-The Lead Evaluator will meet with the Principal monthly to assess the progress of the Principal. If at any time the Lead Evaluator determines that a goal has been met, it will be noted on the attached chart.

Resources to be provided by the District-The Lead Evaluator will list the resources that will be provided to assist the Principal in achieving the desired outcomes.

Evidence to Support Achievement of Goal-The Lead Evaluator and the Principal will mutually decide what items will be presented in support of goal attainment.

Was Desired Outcome Achieved (Y/N date)—The Lead Evaluator will indicate on the chart when specific outcome has been met.

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 the 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:

David G. Shula 12/18/12

Teachers Union President Signature: Date:

Daryl J. Prosser 12/19/12

Administrative Union President Signature: Date:

N/A

Board of Education President Signature: Date:

Molly A. Martin 12/18/12