



THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK / ALBANY, NY 12234

COMMISSIONER OF EDUCATION  
PRESIDENT OF THE UNIVERSITY OF THE STATE OF NEW YORK

August 30, 2012

Dr. Walter Schartner, Superintendent  
Sayville Union Free School District  
99 Greeley Avenue  
Sayville, NY 11782

Dear Superintendent Schartner:

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 certification 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.

Pursuant to Education Law §3012-c and Subpart 30-2, the Department will continue to work with districts to help ensure compliance with the statute and the regulations. We will be analyzing data supplied by districts, BOCES, and/or schools and may ask for 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. Please be advised that, if any provisions of your APPR plan violate the statute or the regulations, the Department reserves the right to require your district to correct and/or resolve such violations.

The Department looks 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

c: Dean Lucera

NOTE: 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.

# Annual Professional Performance Reviews: 2012-13

Created Thursday, May 03, 2012

Updated Tuesday, August 28, 2012

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## 1

### Disclaimers

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

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

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

### 1. SCHOOL DISTRICT INFORMATION

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

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

580504030000

#### 1.2) School District Name:

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

Sayville Public Schools

#### 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):

(No response)

## 1.5) Assurances

Please check all of the boxes below:

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

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

*Re-submission to address deficiencies*

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

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

*Annual (2012-13)*

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

Created Friday, May 04, 2012

Updated Tuesday, August 28, 2012

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### Page 1

#### STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

Please note that if the Board of Regents does not approve a value-added measure for these grades/subjects 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	State-approved 3rd party assessment	Aimsweb
1	State-approved 3rd party assessment	Aimsweb
2	State-approved 3rd party assessment	Aimsweb

	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

District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a

subcomponent. If needed, you may upload a table or graphic at 2.11, below.	grade level or subject. Students' pretest scores will be compared to the final assessment / NYS Assessment score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages of students achieving target will be assigned to points with the target goal assigned to point 13. Teachers who fall within the H range on the table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages of students achieving target will be assigned to points with the target goal assigned to point 13. Teachers who fall within the E range on the table will be deemed Effective.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages of students achieving target will be assigned to points with the target goal assigned to point 13. Teachers who fall within the D range on the table will be deemed Developing.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages of student achieving target will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

## 2.3) Grades K-3 Math

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

	Math	Assessment
K	State-approved 3rd party assessment	Aimsweb
1	State-approved 3rd party assessment	Aimsweb
2	State-approved 3rd party assessment	Aimsweb

	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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment / NYS Assessment score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the H range on the table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13.

Teachers who fall within the E range on the table will be deemed Effective.

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

Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the D range on the table will be deemed Developing.

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

Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

## 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	Sayville Sixth Grade Science Assessment
7	District, regional or BOCES-developed assessment	Sayville Seventh Grade Science Assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment / NYS Assessment score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.

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

Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the H range on the table will be deemed Highly Effective.

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

Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the E range on the table will be deemed Effective.

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

Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the D range on the table will be deemed Developing.

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

Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

## 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	Sayville 6th Grade Social Studies Assessment
7	District, regional or BOCES-developed assessment	Sayville 7th Grade Social Studies Assessment
8	District, regional or BOCES-developed assessment	Sayville 8th Grade 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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment / NYS Assessment score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
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Effective (9 - 17 points) Results meet District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the E range on the table will be deemed Effective.
Developing (3 - 8 points) Results are below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the D range on the table will be deemed Developing.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

## 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	Sayville Global 1 Assessment

Social Studies Regents Courses	Assessment
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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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment / Regents score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the H range on the table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the E range on the table will be deemed Effective.
Developing (3 - 8 points) Results are below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the D range on the table will be deemed Developing.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

## 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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment / Regents score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

## 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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment / Regents score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

## 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	Sayville Grade 9 ELA Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Sayville Grade 10 ELA Assessment
Grade 11 ELA	Regents assessment	NYS Regents Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment / Regents score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13.

Teachers who fall within the I range on the table will be deemed Ineffective.

## 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 Art Courses	District, Regional or BOCES-developed	Sayville Performance-Based Art Assessment
All Music Courses	District, Regional or BOCES-developed	Sayville Performance-Based Music Assessment
All Business Courses	District, Regional or BOCES-developed	Sayville Business Assessment
All Technology Courses	District, Regional or BOCES-developed	Sayville Technology Assessment
All Physical Education Courses	District, Regional or BOCES-developed	Sayville Physical Education Assessment
All Speech/Language Courses	District, Regional or BOCES-developed	Sayville Speech/Language Assessment
All Other ELA Courses	District, Regional or BOCES-developed	Sayville ELA Assessment
All Other Math Courses	District, Regional or BOCES-developed	Sayville Math Assessment
All Other Science Courses	District, Regional or BOCES-developed	Sayville Science Assessment
All Other Social Studies Courses	District, Regional or BOCES-developed	Sayville Social Studies Assessment
All LOTE Courses	District, Regional or BOCES-developed	Sayville LOTE Assessment
All STEM/Research Courses	District, Regional or BOCES-developed	Sayville STEM/Research Assessment
All Health Courses	District, Regional or BOCES-developed	Sayville Health Assessment
All Family and Consumer Science Courses	District, Regional or BOCES-developed	Sayville FACS Assessment
All Library Media Courses	District, Regional or BOCES-developed	Sayville Library Media Assessment
All ESL Courses	State Assessment	NYSESLAT

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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment score and the percentage of the students that achieve the target goal set for them will be converted to points to determine HEDI category.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the H range on the table will be deemed Highly Effective.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Teachers who fall within the I range on the table will be deemed Ineffective.

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/5364/125148-TXEttx9bQW/Microsoft Word - Sayville Public Schools Conversion Chart Samples.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.

*In setting targets for SLO's and Local Assessments consideration will be given regarding students with disabilities, ELL students, students in poverty, and prior student academic history, and adjustments will be made to the targets while assuring these students are held to high standards of rigor and continuous student growth.*

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

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

### 3. Local Measures (Teachers)

Created Friday, May 18, 2012

Updated Tuesday, August 28, 2012

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#### Page 1

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

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

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

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

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

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

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

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

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

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

Measures based on:

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

### 3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	Aimsweb
5	4) State-approved 3rd party assessments	Aimsweb
6	5) District, regional, or BOCES–developed assessments	Sayville Sixth Grade ELA Assessment
7	5) District, regional, or BOCES–developed assessments	Sayville Seventh Grade ELA Assessment
8	5) District, regional, or BOCES–developed assessments	Sayville Eighth Grade ELA Assessment

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

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

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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / NYS Assessment scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-15 will be applied.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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	4) State-approved 3rd party assessments	Aimsweb
5	4) State-approved 3rd party assessments	Aimsweb
6	5) District, regional, or BOCES–developed assessments	Sayville Sixth Grade Math Assessment
7	5) District, regional, or BOCES–developed assessments	Sayville Seventh Grade Math Assessment
8	5) District, regional, or BOCES–developed assessments	Sayville Eighth Grade Math Assessment

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.</p>	<p>District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / NYS Assessment scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-15 will be applied.</p>
<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.</p>

### 3.3) HEDI Tables or Graphics

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

[assets/survey-uploads/5139/131099-rhJdBgDruP/Sayville Conversion Charts Teachers.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	4) State-approved 3rd party assessments	Aimsweb
1	4) State-approved 3rd party assessments	Aimsweb
2	4) State-approved 3rd party assessments	Aimsweb
3	4) State-approved 3rd party assessments	Aimsweb

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.*

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / NYS Assessment scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.</p>
<p>Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.</p>
<p>Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.</p>

### 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	4) State-approved 3rd party assessments	Aimswab
1	4) State-approved 3rd party assessments	Aimswab
2	4) State-approved 3rd party assessments	Aimswab
3	4) State-approved 3rd party assessments	Aimswab

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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / NYS Assessment scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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	5) District, regional, or BOCES–developed assessments	Sayville Sixth Grade Science Assessment
7	5) District, regional, or BOCES–developed assessments	Sayville Seventh Grade Science Assessment
8	5) District, regional, or BOCES–developed assessments	Sayville Eight Grade Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	District developed assessments will be rigorous, comparable across classroom and the same assessment will be used across a grade level or subject. Using students' final assessment / NYS Assessment scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.
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Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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	5) District, regional, or BOCES–developed assessments	Sayville Sixth Grade Social Studies Assessment
7	5) District, regional, or BOCES–developed assessments	Sayville Seventh Grade Social Studies Assessment
8	5) District, regional, or BOCES–developed assessments	Sayville Eighth Grade Social Studies Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / NYS Assessment scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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	5) District, regional, or BOCES–developed assessments	Sayville Global 1 Assessment
Global 2	5) District, regional, or BOCES–developed assessments	Sayville Global 2 Assessment/Regents
American History	5) District, regional, or BOCES–developed assessments	Sayville American History/Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / Regents scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within

the E range on the points table will be deemed Effective.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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	5) District, regional, or BOCES-developed assessments	Sayville Living Environment Assessment/Regents
Earth Science	5) District, regional, or BOCES-developed assessments	Sayville Earth Science Assessment/Regents
Chemistry	5) District, regional, or BOCES-developed assessments	Sayville Chemistry Assessment/Regents
Physics	5) District, regional, or BOCES-developed assessments	Sayville Physics Assessment/Regents

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

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

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

District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / Regents scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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	5) District, regional, or BOCES–developed assessments	Sayville Algebra 1 Assessment/Regents
Geometry	5) District, regional, or BOCES–developed assessments	Sayville Geometry Assessment/Regents
Algebra 2	5) District, regional, or BOCES–developed assessments	Sayville Algebra 2 Assessment/Regents

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

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

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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / Regents scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within

the E range on the points table will be deemed Effective.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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	5) District, regional, or BOCES–developed assessments	Sayville Ninth Grade ELA Assessment
Grade 10 ELA	5) District, regional, or BOCES–developed assessments	Sayville 10 Grade ELA Assessment
Grade 11 ELA	5) District, regional, or BOCES–developed assessments	Sayville 11 Grade ELA Assessment /Regents

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.

District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / Regents scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

### 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 Art Courses	5) District/regional/BOCES-developed	Sayville Art Assessment
All Music Course	5) District/regional/BOCES-developed	Sayville Music Assessment
All Business Courses	5) District/regional/BOCES-developed	Sayville Business Assessment
All Technology Courses	5) District/regional/BOCES-developed	Sayville Technology Assessment
All Physical Education Courses	5) District/regional/BOCES-developed	Sayville Physical Education Assessment
All Speech/Language Courses	5) District/regional/BOCES-developed	Sayville Speech/Language Assessment
All Other ELA Courses	5) District/regional/BOCES-developed	Sayville ELA Assessment
All Other Math Courses	5) District/regional/BOCES-developed	Sayville Math Assessment
All Other Science Courses	5) District/regional/BOCES-developed	Sayville Science Assessment
All Other Social Studies Courses	5) District/regional/BOCES-developed	Sayville Social Studies Assessment
All LOTE Courses	5) District/regional/BOCES-developed	Sayville LOTE Assessment
All STEM/Research Courses	5) District/regional/BOCES-developed	Sayville STEM/Research Assessment
All Health Courses	5) District/regional/BOCES-developed	Sayville Health Assessment
All Family and Consumer Science Courses	5) District/regional/BOCES-developed	Sayville FACS Assessment
All Library Media Courses	5) District/regional/BOCES-developed	Sayville Library Media Assessment
All ESL Courses	7) Student Learning Objectives	LabR/NYSESLAT

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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / Regents scores, the percentage of the students that achieve the target goal set will be converted to points to determine HEDI category. In this subcomponent, the teacher will first be rated on a 1-4 scale according to the average percentage of student scores. The rating will determine where the teacher falls in the HEDI categories, and then the points from 0-20 will be applied.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the H range on the points table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the E range on the points table will be deemed Effective.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the D range on the points table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to rubric scores 1-4 which will then be converted to points. Teachers who fall within the I range on the points table will be deemed Ineffective.

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/5139/131099-y92vNseFa4/Sayville Conversion Charts Teachers.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.

*In setting targets for SLO's and Local Assessments consideration will be given regarding students with disabilities, ELL students, students in poverty, and prior student academic history, and adjustments will be made to the targets while assuring these students are held to high standards of rigor and continuous student growth.*

### 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.

*For teachers with more than 1 SLO, points will be allocated proportionally by section a/o enrollment to calculate total points to determine the HEDI category.*

### 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 Friday, May 18, 2012

Updated Tuesday, August 28, 2012

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### Page 1

#### 4.1) Teacher Practice Rubric

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

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

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

*Marshall's Teacher Evaluation Rubric*

*(No response)*

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

*Yes*

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

*(No response)*

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	40
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0
Structured reviews of lesson plans, student portfolios and other teacher artifacts	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.

*The teacher will first be rated according to the rubric. That rating will determine where the teacher falls in the HEDI categories and then the points will be applied. Rubric scores from 1-4 will be assigned to elements within each of the domains. A total average rubric score for the 6 domains in the Marshall Teacher Evaluation Rubric will be obtained by adding the rubric scores from each domain to obtain a total and then dividing by 6. Referencing the uploaded Sayville Rubric Score to Points Conversion Chart, rubric scores will be converted to points from 0-60 and the HEDI category will be determined based upon these points. HEDI categories are: Highly Effective 59-60 / Effective 57-58 / Developing 56-50 / Ineffective 49-0.*

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/5091/131123-eka9yMJ855/Rubric to 60 Point Conversion.pdf*

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.

<p>Highly Effective: Overall performance and results exceed NYS Teaching Standards.</p>	<p>The Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations to inform the domains related to classroom instruction and 20 points based upon Teacher Artifact review to inform the Family and Community Outreach and Professional Responsibilities domains. Using the uploaded conversion chart, NYSED guidelines and the NYS Teaching Standards as reflected in the evaluation rubric, teachers who score in the H range consistently demonstrate instructional practices and professionalism exceeding NYS Teaching Standards and would be deemed Highly Effective.</p>
<p>Effective: Overall performance and results meet NYS Teaching Standards.</p>	<p>The Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations to inform the domains related to classroom instruction and 20 points based upon Teacher Artifact review to inform the Family and Community Outreach and Professional Responsibilities domains. Using the uploaded conversion chart, NYSED guidelines and the NYS Teaching Standards as reflected in the evaluation rubric, teachers who score in the E range consistently demonstrate instructional practices and professionalism meeting NYS Teaching Standards and would be deemed Effective.</p>
<p>Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.</p>	<p>The Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations to inform the domains related to classroom instruction and 20 points based upon Teacher Artifact review to inform the Family and Community Outreach and Professional Responsibilities domains. Using the uploaded conversion chart, NYSED guidelines and the NYS Teaching Standards as reflected in the evaluation rubric, teachers who score in the D range consistently demonstrate instructional practices and professionalism needing improvement in order to meet NYS Teaching Standards and would be deemed Developing.</p>
<p>Ineffective: Overall performance and results do not meet NYS Teaching Standards.</p>	<p>The Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations to inform the domains related to classroom instruction and 20 points based upon Teacher Artifact review to inform the Family and Community Outreach and Professional Responsibilities domains. Using the uploaded conversion chart, NYSED guidelines and the NYS Teaching Standards as reflected in the evaluation rubric, teachers who score in the H range consistently demonstrate instructional practices and professionalism not meeting NYS Teaching Standards and would be deemed Ineffective.</p>

Provide the ranges for the 60-point scoring bands.

<p>Highly Effective</p>	<p>59-60 points 3.5-4.0</p>
<p>Effective</p>	<p>57-58 points 2.5-3.4</p>

Developing	50-56 points 1.5-2.4
Ineffective	0-49 points 1-1.4

#### 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	0

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

- 
- In Person
- 

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

- 
- In Person
- 

#### 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

- 
- In Person
-

# 5. Composite Scoring (Teachers)

Created Tuesday, June 12, 2012

Updated Tuesday, August 28, 2012

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## Page 1

### **Standards for Rating Categories**

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

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

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

#### **Highly**

#### **Effective**

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

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

Overall performance and results exceed NYS Teaching Standards.

#### **Effective**

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

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

Overall performance and results meet NYS Teaching Standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

**2012-13 where there is no Value-Added measure**

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

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

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

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

**2012-13 where Value-Added growth measure applies**

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**22-25**

**14-15**

**Ranges determined locally--see above**

**91-100**

**Effective**

**10-21**

**8-13**

**75-90**

**Developing**

**3-9**

**3-7**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 6. Additional Requirements - Teachers

Created Friday, May 18, 2012

Updated Tuesday, August 28, 2012

## Page 1

### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

### 6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/131139-Df0w3Xx5v6/Sayville TIP Form\\_1.\\_1.pdf](assets/survey-uploads/5265/131139-Df0w3Xx5v6/Sayville TIP Form_1._1.pdf)

### 6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*Within ten (10) business days of the receipt of a teacher's annual evaluation, the teacher may request, in writing, review by the Superintendent of Schools, or his/her designee.*

*Within ten (10) calendar days of receipt of the appeal, the Superintendent of Schools, or his/her designee, shall render an initial determination, in writing, respecting the appeal.*

*The affected teacher may elect review of the appeal papers by an outside expert who will be chosen from a panel of persons selected by*

*the District and Association which panel shall be established by the parties.  
Expert review shall be completed within ten (10) days of delivery of the written request for review to the panel member.  
The panelist shall issue a written review which shall be transmitted to the Superintendent upon completion. The Superintendent shall consider the written review of the panelist and shall issue a final written decision within ten (10) days thereof.  
A performance rating of "ineffective" is the only rating that may be appealed.*

## 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.

*The Sayville Union Free School District will ensure that all lead evaluators/evaluators are properly trained and certified, as necessary, to complete an individual's performance review. Evaluator training will be conducted by the Deputy Superintendent in conjunction with training offered through ESBOCES and the NYS Council of School Superintendents. Lead evaluator training will be conducted in accordance with the certification requirements per the Commissioner's regulations. The training will include the following:*

*NYS Teaching Standards and ISLLC Standards  
Evidence-based observation  
Applications and Use of SGP and VA Growth Model Data  
Application and Use of Marshall Evaluation Rubric / Teacher Artifacts  
Application and Use of locally selected measures of student achievement  
Use of SIRS  
Scoring methodology used to evaluate teachers and principals  
Specific considerations in evaluating teachers of ELL and SWD*

*Ongoing collaborative sessions will be conducted throughout the year to build evaluator skills related to inter-rater reliability. Evaluators will receive training from Deputy Superintendent, ESBOCES, and NYS Council of School Superintendents to allow recertification annually.*

## 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

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• Checked

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

Created Tuesday, May 22, 2012

Updated Tuesday, August 28, 2012

## Page 1

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

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

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

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- 5
6 - 8
(No response)

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

Please check the boxes below:

7.2) Assurances -- State-Provided Measures of Student Growth   Assure that the value-added growth score 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
High School	State assessment	NYS Regents Exam in English

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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Students' pretest scores will be compared to the final assessment score/Regents and at least the target percentage of the students will achieve the target goal set for them on the summative assessment/Regents. The target goal will be assigned to point 13 on the uploaded chart and the actual attained percentage will determine the HEDI category in which the principal falls.
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Principals who fall within the H range on the table will be deemed Highly Effective.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Principals who fall within the E range on the table will be deemed Effective.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Principals who fall within the D range on the table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	Using the example of the uploaded table, percentages will be assigned to points with the target goal assigned to point 13. Principals who fall within the I range on the table will be deemed Ineffective.

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

*assets/survey-uploads/5365/132073-lha0DogRNw/Microsoft Word - Sayville Public Schools Conversion Chart Samples.pdf*

## 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.

*In setting targets for SLO's and Local Assessments consideration will be given regarding students with disabilities, ELL students, students in poverty, and prior student academic history, and adjustments will be made to the targets while assuring these students are held to high standards of rigor to ensure continued student growth.*

## 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: <a href="http://usny.nysed.gov/rttt/teachers-leaders/slo/home.html">http://usny.nysed.gov/rttt/teachers-leaders/slo/home.html</a> .	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that the process for assigning points for SLOs for the Growth Subcomponent will use the narrative HEDI descriptions described in the regulations to effectively differentiate educator performance in ways that improve student learning and instruction.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that it is possible for a principal to earn each point, including 0, for SLOs in the Growth subcomponent scoring range.	Checked
7.6) Assurances -- Comparable Growth Measures   Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms.	Checked

# 8. Local Measures (Principals)

Created Tuesday, May 22, 2012

Updated Tuesday, August 28, 2012

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## Page 1

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

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

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

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

### 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- 5	(d) measures used by district for teacher evaluation	Aims Web
6 - 8	(a) achievement on State assessments	NYS Assessment in Mathematics

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.	District developed assessments will be rigorous, comparable across classrooms and the same assessment will be used across a grade level or subject. Using students' final assessment / NYS Assessment scores, the percentage of the students that achieve the target goal set above the national benchmark for Aimsweb and above the NYS average for NYS Assessments will be converted to points to determine HEDI category. The target rating will be set at determine where the principal falls in the HEDI categories, and then the points from 0-15 will be applied.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to points with the target goal assigned to point 11. Principals who fall within the H range on the table will be deemed Highly Effective.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving target will be assigned to points with the target goal assigned to point 11. Principals who fall within the E range on the table will be deemed Effective.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to points with the target goal assigned to point 11. Teachers who fall within the D range on the table will be deemed Developing.

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

Using the example of the uploaded table, percentages of students achieving target will be assigned to points with the target goal assigned to point 11. Teachers who fall within the I range on the table will be deemed Highly Ineffective.

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

*(No response)*

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

[assets/survey-uploads/5366/132074-qBFVOWF7fC/Microsoft Word - Sayville Public Schools Conversion Chart Samples.pdf](#)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
9-12	(e) 4, 5, and/or 6-year high school grad and/or dropout rates	4 year cohort rate from NYS Report Card

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.	Using the attached "Sayville Four Year Graduation Rate Percent to Points Conversion Chart", points will be assigned in the HEDI category corresponding to the actual four-year graduation rate as reported in the NYS School Report Card. For example, if the four year graduation rate is 93%, the principal would receive 19/20 points in the Locally Selected component of his/her overall Composite Score.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving graduation target will be converted to points. Principals who fall within the H range on the points table will be deemed Highly Effective.
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving graduation target will be converted to points. Principals who fall within the E range on the points table will be deemed Effective.

Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving graduation target will be converted to points. Principals who fall within the D range on the points table will be deemed Developing.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the example of the uploaded table, percentages of students achieving graduation target will be converted to points. Principals who fall within the I range on the points table will be deemed Ineffective.

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

*(No response)*

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

*assets/survey-uploads/5366/132074-T8MIGWUVm1/Microsoft Word - HSLocal AssessmentGraduationRateConversionChart.pdf*

### 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.

*In setting targets for SLO's and Local Assessments consideration will be given regarding students with disabilities, ELL students, students in poverty, and prior student academic history, and adjustments will be made to the targets while assuring these students are held to high standards of rigor and continued student growth.*

### 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.

*For principals with multiple locally selected measures, points will be allocated proportionally to calculate total points to determine the HEDI category.*

### 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	Check

ways that improve student learning and instruction.	
8.5) Assurances   Assure that it is possible for a principal to earn each point, including 0, for the locally selected measures subcomponent.	Check
8.5) Assurances   Assure that locally-selected measures are rigorous and comparable across all principals in the same or similar programs or grade configurations across the district.	Check
8.5) Assurances   If more than one type of locally-selected measure is used for different groups of principals in the same or similar grade configuration or program, certify that the measures are comparable based on the Standards of Educational and Psychological Testing.	Check
8.5) Assurances   Assure that all locally-selected measures for a principal are different than any measures used for the State assessment or other comparable measures subcomponent.	Check

# 9. Other Measures of Effectiveness (Principals)

Created Tuesday, May 22, 2012

Updated Tuesday, August 28, 2012

## Page 1

### 9.1) Principal Practice Rubric

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

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

*Marshall's Principal Evaluation Rubric*

*(No response)*

### 9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

*Yes*

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

*(No response)*

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

Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points]	40
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Any remaining points shall be assigned based on results of one or more ambitious and measurable goals set collaboratively with principals and their superintendents or district superintendents.	20
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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.

(No response)

(No response)

(No response)

### 9.6) Assurances

Please check all of the boxes below:

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

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

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

*The principal will first be rated according to the rubric. Rubric scores from 1-4 will be assigned to elements within each of the domains. A total average rubric score for the 6 domains in the Marshall Principal Evaluation Rubric will be obtained by adding the rubric scores from each domain to obtain a total and then dividing by 6. Referencing the uploaded Sayville Rubric Score to Points Conversion Chart, rubric scores will be converted to points from 0-60. These rubric points will be calculated proportionally to count for two-thirds of the final Other Measures Score. The other one-third will be calculated from the Portfolio of Principal Artifacts which will be scored from 0-20 with either 0 or 1 point being assigned to each of the 20 artifacts within the portfolio. Thus a composite Other Measures Score will be obtained: 40 points from the rubric/20 points from the portfolio to determine the HEDI category. The HEDI ranges are: Highly Effective 59-60 / Effective 58-57 / Developing 50-56 / Ineffective 49-0.*

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/5143/132083-pMADJ4gk6R/Rubric to 60 Point Conversion.pdf](#)

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.	As described previously, the Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations. 20 points will be based upon Principal Artifact review. Using the uploaded conversion chart, NYSED guidelines and the ISLLC 2008 standards as reflected in the evaluation rubric, principals who score in the H range consistently demonstrate instructional practices and professionalism exceeding ISLLC 2008 Standards and would be deemed Highly Effective.
Effective: Overall performance and results meet standards.	As described previously, the Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations. 20 points will be based upon Principal Artifact review. Using the uploaded conversion chart, NYSED guidelines and the ISLLC 2008 standards as reflected in the evaluation rubric, principals who score in the E range consistently demonstrate instructional practices and professionalism exceeding ISLLC 2008 Standards and would be deemed Effective.
Developing: Overall performance and results need improvement in order to meet standards.	As described previously, the Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations. 20 points will be based upon Principal Artifact review. Using the uploaded conversion chart, NYSED guidelines and the ISLLC 2008 standards as reflected in the evaluation rubric, principals who score in the D range consistently

demonstrate instructional practices and professionalism exceeding ISLLC 2008 Standards and would be deemed Developing.

Ineffective: Overall performance and results do not meet standards.

As described previously, the Marshall Evaluation Rubric will be used to reflect 40 points based upon multiple observations. 20 points will be based upon Principal Artifact review . Using the uploaded conversion chart, NYSED guidelines and the ISLLC 2008 standards as reflected in the evaluation rubric, principals who score in the I range consistently demonstrate instructional practices and professionalism exceeding ISLLC 2008 Standards and would be deemed Ineffective.

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	59-60 points 3.5-4.0
Effective	57-58 points 2.5-3.4
Developing	50-56 points 1.5-2.4
Ineffective	0-49 points 1-1.4

## 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	10
By trained administrator	4
By trained independent evaluator	0
Enter Total	14

### **Tenured Principals**

By supervisor	10
By trained administrator	4
By trained independent evaluator	0
Enter Total	14

# 10. Composite Scoring (Principals)

Created Tuesday, May 22, 2012

Updated Tuesday, August 28, 2012

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## Page 1

### **Standards for Rating Categories**

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

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

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

#### **Highly**

##### **Effective**

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

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

Overall performance and results exceed ISLLC leadership standards.

##### **Effective**

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

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

Overall performance and results meet ISLLC leadership standards.

##### **Developing**

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

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

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

##### **Ineffective**

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

**2012-13 where there is no Value-Added measure**

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

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

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

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

**2012-13 where Value-Added growth measure applies**

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

22-25

14-15

Ranges determined locally--see above

91-100

**Effective**

10-21

8-13

75-90

**Developing**

3-9

3-7

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 11. Additional Requirements - Principals

Created Tuesday, June 05, 2012

Updated Tuesday, August 28, 2012

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## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in 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/5276/139048-Df0w3Xx5v6/Microsoft Word - PIP Form..pdf](#)

### 11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

#### *APPR – Evaluation Appeals for Administrators*

*1. Within fifteen business days of the receipt of the administrator's annual evaluation, the administrator may request a review by a district panel consisting of two Central Office representatives and two SASA representatives. The panel will have 15 business days to complete the review and make a recommendation to the Superintendent to either modify the Improvement Plan, set aside the rating, uphold the rating, call for a new rating, or recommend a new rating. This recommendation will be in writing to the Superintendent.*

*2. The administrator's request for review must be in writing and shall articulate in detail the basis of the appeal. Failure to articulate*

*a particular basis for the appeal in the aforesaid appeal writing shall be deemed a waiver of that claim. The evaluated administrator may only challenge the substance, rating, the adherence to the standards and methodologies required for such review, of the annual professional performance review and/or the school district's issuance and/or implementation of the terms of the administrator or principal improvement plan. In any appeal, the administrator shall have the burden of demonstrating a clear legal right to the relief requested and the burden of establishing the facts upon which the Administrator seeks relief.*

*3. The determination of the Superintendent shall not be grievable, arbitrable, or reviewable in any other forum. However, failure of either party to abide by the above agreed upon process is subject to the grievance procedure.*

*4. A performance rating of "ineffective" or "developing" is the only rating that may be appealed unless the category becomes tied to compensation. Principals who receive a rating of "highly effective" or "effective" shall not be permitted to appeal. Tenured administrators may submit written rebuttals of an evaluation with these two determinations but may not appeal.*

## 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.

*The Sayville Union Free School District will ensure that all lead evaluators/evaluators are properly trained and certified, as necessary, to complete an individual's performance review. Evaluator training conducted through ESBOCES and the NYS Council of School Superintendents as well as LEAF. Lead evaluator training will be conducted in accordance with the certification requirements per the Commissioner's regulations. The training will include the following:*

*NYS Teaching Standards and ISLLC Standards*

*Evidence-based observation*

*Applications and Use of SGP and VA Growth Model Data*

*Application and Use of Marshall Evaluation Rubric / Teacher Artifacts*

*Application and Use of locally selected measures of student achievement*

*Use of SIRS*

*Scoring methodology used to evaluate teachers and principals*

*Specific considerations in evaluating teachers of ELL and SWD*

*Ongoing collaborative sessions will be conducted throughout the year to build evaluator skills related to inter-rater reliability.*

*Evaluators will receive training from ESBOCES, and NYS Council of School Superintendents, and LEAF to allow recertification annually.*

## 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

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• Checked

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## 11.6) Assurances -- Principals

Please check all of the boxes below:

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

## 11.7) Assurances -- Data

Please check all of the boxes below:

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

# 12. Joint Certification of APPR Plan

Created Tuesday, June 05, 2012

Updated Tuesday, August 28, 2012

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## Page 1

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

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

[assets/survey-uploads/5581/139047-3Uqgn5g9Iu/Re-Submission Signature page 8-27-12.pdf](assets/survey-uploads/5581/139047-3Uqgn5g9Iu/Re-Submission%20Signature%20page%208-27-12.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.

# Sayville Public Schools Conversion Chart Samples

These charts serve as an example for point determination and HEDI category determination. Additional charts Varying % in the 13 target column would be created using these as guides.

## 20 Point % to Score Conversion

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-96%	95-91%	90-87%	86-83%	82-79%	78-75%	74-71%	70%	69%	68%	67%	66%	65-64%	63-62%	61-60%	59-58%	57-56%	55-54%	53-52%	51-46%	45-0%

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-98%	97-96%	95-92%	91-88%	87-84%	83-80%	79-76%	75%	74%	73%	72%	71%	70-68%	67-65%	64-62%	61-59%	58-57%	56-54%	53-52%	51-46%	45-0%

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-97%	96-93%	92-89%	88-87%	86-85%	84-83%	82-81%	80%	79%	78%	77%	76%	75-74%	73-72%	71-70%	69-68%	67-66%	65-64%	63-57%	56-46%	45-0%

# Sayville Public Schools Conversion Chart Samples

## 15 Point % to Score Conversion

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-88%	87-81%	80-76%	75-71%	70%	69-68%	67-66%	65-64%	63-62%	61-60%	59-57%	56-55%	54-45%	44-28%	27-0%

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-90%	89-86%	85-81%	80-76%	75%	74-73%	72-70%	69-64%	63-62%	61-60%	59-57%	56-55%	54-45%	44-28%	27-0%

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-91%	90-88%	87-84%	83-81%	80%	79-78%	77-76%	75-74%	73-72%	71-70%	69-65%	64-59%	58-45%	44-28%	27-0%

# Sayville Public Schools Rubric to Point Conversion

## Rubric Score to Sub-Component Conversion Chart

Total Average Rubric Score	Category	Conversion score for composite
<b>Ineffective 0-49</b>		
1.000		0
1.008		1
1.017		2
1.025		3
1.033		4
1.042		5
1.050		6
1.058		7
1.067		8
1.075		9
1.083		10
1.092		11
1.100		12
1.108		13
1.115		14
1.123		15
1.131		16
1.138		17
1.146		18
1.154		19
1.162		20
1.169		21
1.177		22
1.185		23
1.192		24
1.200		25
1.208		26
1.217		27
1.225		28
1.233		29
1.242		30
1.250		31
1.258		32
1.267		33
1.275		34
1.283		35
1.292		36
1.300		37
1.308		38
1.317		39
1.325		40
1.333		41
1.342		42
1.350		43
1.358		44
1.367		45
1.375		46

# Sayville Public Schools Rubric to Point Conversion

1.383		47
1.392		48
1.400		49
<b>Developing 50-56</b>		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.6
2.4		56.3
<b>Effective 57-58</b>		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3		58
3.1		58.2
3.2		58.4
3.3		58.6
3.4		58.8
<b>Highly Effective 59-60</b>		
3.5		59
3.6		59.3
3.7		59.5
3.8		59.8
3.9		60
4		60.25 (round to 60)

# Sayville Public Schools Conversion Chart Samples

These charts serve as an example for point determination and HEDI category determination. Additional charts Varying % in the 13 target column would be created using these as guides.

## 20 Point % to Score Conversion

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-96%	95-91%	90-87%	86-83%	82-79%	78-75%	74-71%	70%	69%	68%	67%	66%	65-64%	63-62%	61-60%	59-58%	57-56%	55-54%	53-52%	51-46%	45-0%

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-98%	97-96%	95-92%	91-88%	87-84%	83-80%	79-76%	75%	74%	73%	72%	71%	70-68%	67-65%	64-62%	61-59%	58-57%	56-54%	53-52%	51-46%	45-0%

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-97%	96-93%	92-89%	88-87%	86-85%	84-83%	82-81%	80%	79%	78%	77%	76%	75-74%	73-72%	71-70%	69-68%	67-66%	65-64%	63-57%	56-46%	45-0%

# Sayville Public Schools Conversion Chart Samples

## 15 Point % to Score Conversion

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-88%	87-81%	80-76%	75-71%	70%	69-68%	67-66%	65-64%	63-62%	61-60%	59-57%	56-55%	54-45%	44-28%	27-0%

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-90%	89-86%	85-81%	80-76%	75%	74-73%	72-70%	69-64%	63-62%	61-60%	59-57%	56-55%	54-45%	44-28%	27-0%

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-91%	90-88%	87-84%	83-81%	80%	79-78%	77-76%	75-74%	73-72%	71-70%	69-65%	64-59%	58-45%	44-28%	27-0%

# Sayville Public Schools HEDI Conversion Charts

20% local measures - Example Conversion Charts for Assessments Scored on 0-100 Scale

<b>Example 0-100 Point Scale Conversion Chart*</b>	
<b>Based on a 100 Point Scale</b>	<b>Converted to 1-4 Rating</b>
<b>Ineffective</b>	
0-14	1
15-27	1.1
28-40	1.2
41-53	1.3
54	1.4
<b>Developing</b>	
55	1.5
56	1.6
57	1.7
58	1.8
59	1.9
60	2
61	2.1
62	2.2
63	2.3
64	2.4
<b>Effective</b>	
65-66	2.5
67-68	2.6
69-70	2.7
71-72	2.8
73-74	2.9
75-76	3
77-78	3.1
79-81	3.2
82-83	3.3
84	3.4
<b>Highly Effective</b>	
85-87	3.5
88-90	3.6
91-93	3.7
94-96	3.8
97-99	3.9
100	4

**\*Can be used with any assessment scored on a 100 point scale**

# Sayville Public Schools HEDI Conversion Charts

## 20% local measures - Example Conversion Charts 1-4 Rubric to Sub-Component Score

<b>Example 1-4 Rubric Conversion Scale</b>	
Based on a 1-4 Rubric Rating	20 Point Conversion
Ineffective	
1	0
1.1	1
1.2	1.5
1.3	2.0
1.4	2.5
Developing	
1.5	3
1.6	3.6
1.7	4.2
1.8	4.8
1.9	5.4
2	6
2.1	6.6
2.2	7.2
2.3	7.8
2.4	8.4
Effective	
2.5	9
2.6	9.9
2.7	10.8
2.8	11.7
2.9	12.6
3	13.5
3.1	14.4
3.2	15.3
3.3	16.2
3.4	17.1
Highly Effective	
3.5	18
3.6	18.4
3.7	18.8
3.8	19.2
3.9	19.6
4	20

# Sayville Public Schools HEDI Conversion Charts

## 15% local measures - Example Conversion Charts 1-4 Rubric to Sub-Component Score

<b>Example 1-4 Rubric Conversion Scale</b>	
Based on a 1-4 Rubric Rating	15 Point Conversion
Ineffective	
1	0
1.2	1
1.4	2
Developing	
1.5	3
1.7	4
2.0	5
2.2	6
2.4	7
Effective	
2.5	8
2.7	9
2.9	10
3.0	11
3.2	12
3.4	13
Highly Effective	
3.5	14
4	15

# Sayville Public Schools HEDI Conversion Charts

20% local measures - Example Conversion Charts for Assessments Scored on 0-100 Scale

<b>Example 0-100 Point Scale Conversion Chart*</b>	
Based on a 100 Point Scale	Converted to 1-4 Rating
Ineffective	
0-14	1
15-27	1.1
28-40	1.2
41-53	1.3
54	1.4
Developing	
55	1.5
56	1.6
57	1.7
58	1.8
59	1.9
60	2
61	2.1
62	2.2
63	2.3
64	2.4
Effective	
65-66	2.5
67-68	2.6
69-70	2.7
71-72	2.8
73-74	2.9
75-76	3
77-78	3.1
79-81	3.2
82-83	3.3
84	3.4
Highly Effective	
85-87	3.5
88-90	3.6
91-93	3.7
94-96	3.8
97-99	3.9
100	4

**\*Can be used with any assessment scored on a 100 point scale**

# Sayville Public Schools HEDI Conversion Charts

## 20% local measures - Example Conversion Charts 1-4 Rubric to Sub-Component Score

Example 1-4 Rubric Conversion Scale	
Based on a 1-4 Rubric Rating	20 Point Conversion
Ineffective	
1	0
1.1	1
1.2	1.5
1.3	2.0
1.4	2.5
Developing	
1.5	3
1.6	3.6
1.7	4.2
1.8	4.8
1.9	5.4
2	6
2.1	6.6
2.2	7.2
2.3	7.8
2.4	8.4
Effective	
2.5	9
2.6	9.9
2.7	10.8
2.8	11.7
2.9	12.6
3	13.5
3.1	14.4
3.2	15.3
3.3	16.2
3.4	17.1
Highly Effective	
3.5	18
3.6	18.4
3.7	18.8
3.8	19.2
3.9	19.6
4	20

# Sayville Public Schools HEDI Conversion Charts

## 15% local measures - Example Conversion Charts 1-4 Rubric to Sub-Component Score

<b>Example 1-4 Rubric Conversion Scale</b>	
Based on a 1-4 Rubric Rating	15 Point Conversion
Ineffective	
1	0
1.2	1
1.4	2
Developing	
1.5	3
1.7	4
2.0	5
2.2	6
2.4	7
Effective	
2.5	8
2.7	9
2.9	10
3.0	11
3.2	12
3.4	13
Highly Effective	
3.5	14
4	15

# Sayville Public Schools Rubric to Point Conversion

## Rubric Score to Sub-Component Conversion Chart

Total Average Rubric Score	Category	Conversion score for composite
<b>Ineffective 0-49</b>		
1.000		0
1.008		1
1.017		2
1.025		3
1.033		4
1.042		5
1.050		6
1.058		7
1.067		8
1.075		9
1.083		10
1.092		11
1.100		12
1.108		13
1.115		14
1.123		15
1.131		16
1.138		17
1.146		18
1.154		19
1.162		20
1.169		21
1.177		22
1.185		23
1.192		24
1.200		25
1.208		26
1.217		27
1.225		28
1.233		29
1.242		30
1.250		31
1.258		32
1.267		33
1.275		34
1.283		35
1.292		36
1.300		37
1.308		38
1.317		39
1.325		40
1.333		41
1.342		42
1.350		43
1.358		44
1.367		45
1.375		46

# Sayville Public Schools Rubric to Point Conversion

1.383		47
1.392		48
1.400		49
<b>Developing 50-56</b>		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.6
2.4		56.3
<b>Effective 57-58</b>		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3		58
3.1		58.2
3.2		58.4
3.3		58.6
3.4		58.8
<b>Highly Effective 59-60</b>		
3.5		59
3.6		59.3
3.7		59.5
3.8		59.8
3.9		60
4		60.25 (round to 60)

# Sayville Public Schools Conversion Chart Samples

These charts serve as an example for point determination and HEDI category determination. Additional charts

Varying % in the 13 target column would be created using these as guides.

## 20 Point % to Score Conversion

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-96%	95-91%	90-87%	86-83%	82-79%	78-75%	74-71%	70%	69%	68%	67%	66%	65-64%	63-62%	61-60%	59-58%	57-56%	55-54%	53-52%	51-46%	45-0%

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-98%	97-96%	95-92%	91-88%	87-84%	83-80%	79-76%	75%	74%	73%	72%	71%	70-68%	67-65%	64-62%	61-59%	58-57%	56-54%	53-52%	51-46%	45-0%

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1	0
100-97%	96-93%	92-89%	88-87%	86-85%	84-83%	82-81%	80%	79%	78%	77%	76%	75-74%	73-72%	71-70%	69-68%	67-66%	65-64%	63-57%	56-46%	45-0%

# Sayville Public Schools Conversion Chart Samples

## 15 Point % to Score Conversion

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-88%	87-81%	80-76%	75-71%	70%	69-68%	67-66%	65-64%	63-62%	61-60%	59-57%	56-55%	54-45%	44-28%	27-0%

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-90%	89-86%	85-81%	80-76%	75%	74-73%	72-70%	69-64%	63-62%	61-60%	59-57%	56-55%	54-45%	44-28%	27-0%

Highly Effective		Effective					Developing					Ineffective		
15	14	13	12	<u>11</u>	10	8	7	6	5	4	3	2	1	0
100-91%	90-88%	87-84%	83-81%	80%	79-78%	77-76%	75-74%	73-72%	71-70%	69-65%	64-59%	58-45%	44-28%	27-0%

# Sayville Four Year Graduation Rate Percent to Point Conversion Chart

This chart will be used to determine the point value for local assessments (0-20) for the principal of the high school as determined by the achievement on the **four** year graduation rate.

Highly Effective			Effective									Developing					Ineffective			
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-96%	95-91%	90-89%	88%	87%	86%	85%	84%	83%	82%	81%	80% NYS benchmark	79-74%	73-68%	67-62%	61-58%	57-56%	55-54%	53-52%	51-46%	45-0%



## Sayville Public Schools Teacher Improvement Plan (TIP)

The sole purpose of the TIP is the improvement of teaching practice. The goal is to provide resources and support for teachers who have been rated as “developing” or “ineffective.” The evaluator and teacher will jointly determine the strategies to be undertaken to correct the deficiencies.

Teacher \_\_\_\_\_  
Grade/Subject \_\_\_\_\_  
Evaluator \_\_\_\_\_  
STA Representative \_\_\_\_\_  
Date \_\_\_\_\_

**List the area(s) needing improvement. If there are several, indicate the priority order for addressing them**

Priority	Area needing improvement	Performance goal

**Describe the plan for improvement with specific, measurable objectives, timeline and process the teacher must meet in order to achieve an effective rating.**

**Describe the professional development opportunities, materials, resources and supports the District will make available.**

**Assignment of a mentor teacher**    **yes**                       **no**  
Name of Mentor \_\_\_\_\_

The teacher, evaluator, mentor (if applicable) and an Association representative (if requested by the teacher) shall meet \_\_\_\_\_ to assess the effectiveness and appropriateness 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.

Evaluator’s Signature \_\_\_\_\_  
Date \_\_\_\_\_

Teacher’s Signature \_\_\_\_\_  
Date \_\_\_\_\_

**Sayville Public Schools  
Teacher Improvement Plan (TIP)**

<b>Meeting Dates</b>			
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Evaluator Comments Meeting Date \_\_\_\_\_

Teacher Comments

**Recommendation for Results of TIP**

- The teacher has met the performance goals identified through the TIP.
- The teacher has not met the performance goals.

**Sayville Public Schools  
Teacher Improvement Plan (TIP)**

**Next Steps**

Evaluator's Signature \_\_\_\_\_  
Date \_\_\_\_\_

Teacher's Signature \_\_\_\_\_  
Date \_\_\_\_\_

Teacher's signature does not constitute agreement but merely signifies s/he has examined and discussed the materials with the evaluator. Teachers shall have the right to insert written explanation or response to written feedback of the evaluator within 10 days, which may be considered during the Appeals process.

## Sayville Public Schools Principal Improvement Plan (PIP)

The sole purpose of the PIP is the improvement of leadership practice. The goal is to provide resources and support for principals who have been rated as “developing” or “ineffective.” The evaluator and principal will jointly determine the strategies to be undertaken to correct the deficiencies.

Principal \_\_\_\_\_  
 School \_\_\_\_\_  
 Evaluator \_\_\_\_\_  
 SASA Representative \_\_\_\_\_  
 Date \_\_\_\_\_

**List the area(s) needing improvement. If there are several, indicate the priority order for addressing them**

Priority	Area needing improvement	Performance goal

**Describe the plan for improvement with specific, measurable objectives, timeline and process the principal must meet in order to achieve an effective rating.**

**Describe the professional development opportunities, materials, resources and supports the District will make available.**

**Assignment of a mentor administrator**     **yes**                       **no**

Name of Mentor \_\_\_\_\_

The principal, evaluator, mentor (if applicable) and an Association representative (if requested by the principal) shall meet \_\_\_\_\_ to assess the effectiveness and appropriateness of the PIP in assisting the principal to achieve the goals set forth in the PIP. Based on the outcome of this assessment, the PIP shall be modified accordingly.

Evaluator’s Signature \_\_\_\_\_

Date \_\_\_\_\_

Principal’s Signature \_\_\_\_\_

Date \_\_\_\_\_

# Sayville Public Schools Principal Improvement Plan (PIP)

<b>Meeting Dates</b>			
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Evaluator Comments

Meeting Date \_\_\_\_\_

Principal Comments

## Recommendation for Results of PIP

- The principal has met the performance goals identified through the PIP.
- The principal has not met the performance goals.

**Sayville Public Schools  
Principal Improvement Plan (PIP)**

**Next Steps**

Evaluator's Signature \_\_\_\_\_

Date \_\_\_\_\_

Principal's Signature \_\_\_\_\_

Date \_\_\_\_\_

Principal's signature does not constitute agreement but merely signifies he/she has examined and discussed the materials with the evaluator. Principals shall have the right to insert written explanation or response to written feedback of the evaluator within 10 days, which may be considered during the appeals process.

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

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

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

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

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

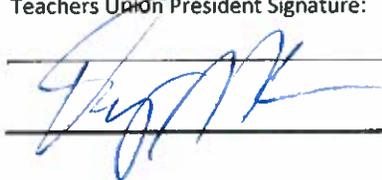
- Assure that, if more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, the measures are comparable based on the Standards of Educational and Psychological Testing
- Assure that, if more than one type of locally-selected measure is used for principals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

**Signatures, dates**

Superintendent Signature:      Date: 8/27/12



Teachers Union President Signature:      Date: 8/27/12



Administrative Union President Signature:      Date: 8/27/12



Board of Education President Signature:      Date: 8/27/12

