



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

September 20, 2012

Dr. Carole G. Hankin, Superintendent
Syosset Central School District
99 Pell Lane
Syosset, NY 11791

Dear Superintendent Hankin:

Congratulations. I am pleased to inform you that your multi-year (2012-2017) Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-c and Subpart 30-2 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the 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, Sr.
Commissioner

c: Thomas Rogers

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 Wednesday, May 02, 2012

Updated Monday, September 10, 2012

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 280502060000

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

280502060000

1.2) School District Name: SYOSSET CSD

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

SYOSSET CSD

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

(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.

2012-2017

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

Created Wednesday, May 02, 2012

Updated Thursday, September 13, 2012

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STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

2.1) Assurances

Please check the boxes below:

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

STUDENT LEARNING OBJECTIVES AS COMPARABLE GROWTH MEASURES (20 points)

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

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

2.2) Grades K-3 ELA

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

	ELA	Assessment
K	State-approved 3rd party assessment	Terra Nova 3
1	State-approved 3rd party assessment	Terra Nova 3
2	State-approved 3rd party assessment	Terra Nova 3

	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	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted
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subcomponent. If needed, you may upload a table or graphic at 2.11, below.	percentages - review 2.11 for the Growth HEDI bands.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.

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	Terra Nova 3
1	State-approved 3rd party assessment	Terra Nova 3
2	State-approved 3rd party assessment	Terra Nova 3
	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.	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Historical data from Terra Nova 3 will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.

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	District developed grade 6 science assessment
7	District, regional or BOCES-developed assessment	District developed grade 7 science assessment

	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Historical data from previous science assessments will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Historical data from previous science assessments will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Historical data from previous science assessments will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Historical data from previous science assessments will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Historical data from previous science assessments will be used to set a baseline for Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.

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	District developed grade 6 Social Studies assessment
7	District, regional or BOCES-developed assessment	District developed grade 7 Social Studies assessment
8	District, regional or BOCES-developed assessment	District developed grade 8 Social Studies assessment

For Grades 6-8 Social Studies: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Effective (9 - 17 points) Results meet District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Developing (3 - 8 points) Results are below District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.

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	District developed grade 9 Global 1 assessment
Social Studies Regents Courses		Assessment
Global 2	Regents assessment	Regents assessment
American History	Regents assessment	Regents assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Effective (9 - 17 points) Results meet District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.

Developing (3 - 8 points) Results are below District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Baseline data from previous social studies assessments will be used to set Growth target percentages. For specific district adopted percentages - review 2.11 for the Growth HEDI bands.

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.	Baseline data from Science Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Baseline data from Science Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Effective (9 - 17 points) Results meet District goals for similar students.	Baseline data from Science Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Developing (3 - 8 points) Results are below District goals for similar students.	Baseline data from Science Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Baseline data from Science Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.

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.	Baseline data from Math Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Baseline data from Math Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Effective (9 - 17 points) Results meet District goals for similar students.	Baseline data from Math Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Developing (3 - 8 points) Results are below District goals for similar students.	Baseline data from Math Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Baseline data from Math Regents was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.

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	District developed grade 9 ELA assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	District developed grade 10 ELA assessment
Grade 11 ELA	Regents assessment	Regents

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.	Baseline data from ELA assessments was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Baseline data from ELA assessments was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Effective (9 - 17 points) Results meet District goals for similar students.	Baseline data from ELA assessments was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Developing (3 - 8 points) Results are below District goals for similar students.	Baseline data from ELA assessments was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Baseline data from ELA assessments was utilized to determine Growth target percentages to assign targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table.

2.10) All Other Courses

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

Course(s) or Subject(s)	Option	Assessment
Art	District, Regional or BOCES-developed	District developed and course specific Art assessments
Music	District, Regional or BOCES-developed	District developed and course specific Music assessments
Business	District, Regional or BOCES-developed	District developed and course specific Business assessments
Technology	District, Regional or BOCES-developed	District developed and course specific Technology assessments
Family and Consumer Science	District, Regional or BOCES-developed	District developed and course specific FCS assessments
ESL	District, Regional or BOCES-developed	District developed and course specific ESL assessments
Library Media Course	District, Regional or BOCES-developed	District developed and course specific Library Media assessments
Resource Room/Instructional Support	District, Regional or BOCES-developed	District developed and course specific Instructional Support assessments
Enrichment/Project Beyond	District, Regional or BOCES-developed	District developed and course specific Enrichment assessments
Speech	District, Regional or BOCES-developed	District developed and course specific Speech assessments
Life Skills	District, Regional or BOCES-developed	District developed and course specific Life Skills assessments
Physical Education	District, Regional or BOCES-developed	District developed and course specific PE assessments
Health	District, Regional or BOCES-developed	District developed and grade specific Health assessments
Research	District, Regional or BOCES-developed	District developed and course specific Research assessments
World languages	District, Regional or BOCES-developed	District developed and course specific World Language assessments

English electives	District, Regional or BOCES-developed	District developed and course specific English assessments
Math Electives	District, Regional or BOCES-developed	District developed and course specific Math assessments
Social studies electives	District, Regional or BOCES-developed	District developed and course specific Social Studies assessments
Science electives	District, Regional or BOCES-developed	District developed and course specific Science assessments
General Studies/Special Education	District, Regional or BOCES-developed	District developed and course specific General Studies assessments

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.	Baseline data will be utilized to determine Growth target percentages to assign proficiency targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Baseline data will be utilized to determine Growth target percentages to assign proficiency targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table
Effective (9 - 17 points) Results meet District goals for similar students.	Baseline data will be utilized to determine Growth target percentages to assign proficiency targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table
Developing (3 - 8 points) Results are below District goals for similar students.	Baseline data will be utilized to determine Growth target percentages to assign proficiency targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Baseline data will be utilized to determine Growth target percentages to assign proficiency targets and assign HEDI categories as explained in 2.11 Growth HEDI bands table

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/5364/123930-TXEttx9bQW/GROWTH HEDI Bands 0-20 Grades K-12.docx

2.12) Locally Developed Controls

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

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

No Controls

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

Created Wednesday, May 23, 2012

Updated Thursday, September 13, 2012

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	Acuity
5	4) State-approved 3rd party assessments	Acuity
6	4) State-approved 3rd party assessments	Acuity
7	4) State-approved 3rd party assessments	Acuity
8	4) State-approved 3rd party assessments	Acuity

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.	Using the Baseline data from previous year's Acuity assessments for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from previous year's Acuity assessments for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from previous year's Acuity assessments for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from previous year's Acuity assessments for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from previous year's Acuity assessments for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3

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	Acuity
5	4) State-approved 3rd party assessments	Acuity
6	4) State-approved 3rd party assessments	Acuity
7	4) State-approved 3rd party assessments	Acuity
8	6(ii) School wide measure computed locally	NYSED Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	Using the Baseline data from Acuity assessments and SED Math Algebra Regents, for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
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Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from Acuity assessments and SED Math Algebra Regents, for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from Acuity assessments and SED Math Algebra Regents, for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from Acuity assessments and SED Math Algebra Regents, for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using the Baseline data from Acuity assessments and SED Math Algebra Regents, for grades 4 through 8 to establish Achievement levels as specified in the Achievement HEDI table in 3.3

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/5139/132473-rhJdBgDruP/Achievement HEDI Bands 0-15 points for Value Added.docx>

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

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

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

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

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

3.4) Grades K-3 ELA

Using the drop-down boxes below, select the 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	Terra Nova 3
1	4) State-approved 3rd party assessments	Terra Nova 3
2	4) State-approved 3rd party assessments	Terra Nova 3
3	4) State-approved 3rd party assessments	Acuity

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Using Baseline ELA data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
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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 Baseline ELA data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline ELA data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline ELA data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline ELA data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

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	Terra Nova 3
1	4) State-approved 3rd party assessments	Terra Nova 3
2	4) State-approved 3rd party assessments	Terra Nova 3
3	4) State-approved 3rd party assessments	Acuity

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.	Using Baseline Math data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from third party assessments for Grades K, 1, 2 and 3, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

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	District developed grade 6 science assessment
7	5) District, regional, or BOCES–developed assessments	District grade 7 science assessments
8	6(ii) School wide measure computed locally	NYS ILS Assessment or Regents

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

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	District developed grade 6 Social Studies assessment
7	5) District, regional, or BOCES–developed assessments	District developed grade 7 Social Studies assessment
8	5) District, regional, or BOCES–developed assessments	District developed grade 8 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.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

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	District developed grade 9 Global 1 assessment
Global 2	6(ii) School wide measure computed locally	Regents
American History	6(ii) School wide measure computed locally	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.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Social Studies data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	Regents
Earth Science	6(ii) School wide measure computed locally	Regents
Chemistry	6(ii) School wide measure computed locally	Regents
Physics	6(ii) School wide measure computed locally	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.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Science data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	Regents
Geometry	6(ii) School wide measure computed locally	Regents
Algebra 2	6(ii) School wide measure computed locally	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.	Using Baseline Math data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline Math data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

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	District developed grade 9 ELA assessment

Grade 10 ELA	5) District, regional, or BOCES–developed assessments	District developed grade 10 ELA assessment
Grade 11 ELA	6(ii) School wide measure computed locally	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.	Using Baseline ELA data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline ELA data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline ELA data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline ELA data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline ELA data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

3.12) All Other Courses

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
Art	5) District/regional/BOCES–developed	District developed and course specific Art assessment
Music	5) District/regional/BOCES–developed	District developed and course specific Music assessment
Business	5) District/regional/BOCES–developed	District developed and course specific Business assessment
Technology	5) District/regional/BOCES–developed	District developed and course specific Technology assessment
ESL	5) District/regional/BOCES–developed	District developed and course specific ESL assessment
World Languages	5) District/regional/BOCES–developed	District developed and course specific World Language assessment
Health	5) District/regional/BOCES–developed	District developed and grade specific Health assessment

Physical Education	5) District/regional/BOCES–developed	District developed and course specific PE assessment
Family and Consumer Science	5) District/regional/BOCES–developed	District developed and course specific FCS assessment
Enrichment/Project Beyond	5) District/regional/BOCES–developed	District developed and course specific Enrichment assessment
Library Media	5) District/regional/BOCES–developed	District developed and course specific Library Media assessment
Resource Room/Instructional Support	5) District/regional/BOCES–developed	District developed and course specific Instructional Support assessment
Speech	5) District/regional/BOCES–developed	District developed and course specific Speech assessment
Life Skills	5) District/regional/BOCES–developed	District developed and course specific Life Skills assessment
Research	5) District/regional/BOCES–developed	District developed and course specific Research assessment
English Electives	5) District/regional/BOCES–developed	District developed and course specific English assessment
Math Electives	5) District/regional/BOCES–developed	District developed and course specific Math assessment
Social Studies Electives	5) District/regional/BOCES–developed	District developed and course specific Social Studies assessment
Science Electives	5) District/regional/BOCES–developed	District developed and course specific Science assessment
General Studies/ Special Education	5) District/regional/BOCES–developed	District developed and course specific General Studies assessment

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.	Using Baseline data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	Using Baseline data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Using Baseline data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

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

Using Baseline data from previous assessments, Achievement Targets were established as specified in the Achievement HEDI band table - review 3.13

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

(No response)

3.13) HEDI Tables or Graphics

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

assets/survey-uploads/5139/132473-y92vNseFa4/Achievement HEDI Bands 0-20 Grades K-12.docx

3.14) Locally Developed Controls

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

No controls

3.15) Teachers with More Than One Locally Selected Measure

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

The district will be utilizing a single locally selected measure with multiple targets.

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
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4. Other Measures of Effectiveness (Teachers)

Created Friday, June 15, 2012
Updated Tuesday, June 26, 2012

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4.1) Teacher Practice Rubric

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

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

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

NYSUT Teacher Practice Rubric

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	55
One or more observation(s) by trained independent evaluators	(No response)
Observations by trained in-school peer teachers	(No response)
Feedback from students using State-approved survey tool	(No response)
Feedback from parents/caregivers using State-approved survey tool	(No response)
Structured reviews of lesson plans, student portfolios and other teacher artifacts	5

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)

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)

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 NYSUT Rubric will determine HEDI ratings of 0-55. A second measure will include a review of teacher artifacts as evidence of teacher practice as set collaboratively with their supervisor. This second measure will consist of a 0-5 HEDI rating. The two measures taken together will equal a maximum of 60 points.

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/5091/143035-eka9yMJ855/Teacher55 and 5 HEDI points_1.doc

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

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

Provide the ranges for the 60-point scoring bands.

Highly Effective	55-60
Effective	45-54
Developing	38-44
Ineffective	0-37

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	5
4.6) Observations of Probationary Teachers Informal/Short	0
4.6) Observations of Probationary Teachers Enter Total	5

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- In Person
-

5. Composite Scoring (Teachers)

Created Friday, June 15, 2012

Updated Tuesday, June 26, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

Highly Effective	55-60
Effective	45-54
Developing	38-44
Ineffective	0-37

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, June 08, 2012

Updated Tuesday, September 11, 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/5265/140584-Df0w3Xx5v6/Teacher Improvement Plan (TIP) 6-7-12[1].doc

6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*SYOSSET CENTRAL SCHOOL DISTRICT
APPR - TEACHER APPEAL PROCESS*

Teachers will have the right to appeal their annual effectiveness rating, 1) only if a successful appeal would improve their placement on the effectiveness scale, 2) based on the misapplication of one or more students in her/his data base, 3) based on the misapplication

of a rubric, 4) based on the existence of extraordinary circumstances or 5) based on the application of misinformation. Automatic reviews will take place if a teacher is within the point spread of the measurement error imbedded in the growth measure. (For example, if the state reports a measurement error of 5 points out of 20 in the growth metric, and if the teacher is within 5 points of being rated either effective, developing or highly effective, then this teacher's rating would be automatically reviewed.

Appeals will follow the following procedure: Step 1, the teacher appeals the rating based on a letter indicating the rationale, directly to his/her supervisor. If this does not resolve the issue, the teacher has the right to seek review by the District Appeals Committee for his/her instructional level. This committee will be comprised of three members: 1 selected by the Superintendent of Schools, 1 selected by the STA and 1 member of the STA agreed upon by the President of the Principal's Bargaining Agreement and the President of the STA. The task of this committee will be to determine whether the appealed evaluation has been influenced by the misapplication of students in the teacher's data base, or the misapplication of a rubric, or the application of misinformation. The committee shall be empowered to investigate assertions as needed to make a fair decision. The decision of this committee must specify reasons for the decision. If the committee determines that the appeal is valid, the teacher's annual effectiveness rating will be recalculated based on the findings. The decision of the committee shall be final, but this decision does not inhibit the District's rights under Article 3020-a. The duration of the appeals process not to exceed 45 days.

Automatic reviews will follow the following process: The principal of the building in which a teacher's effectiveness rating falls within the measurement error for a higher classification will look at the overall evaluation and determine whether an adjustment is in order. Ratings significantly higher than the growth rating in the other two segments should influence this decision. The principal's decision on this matter may be appealed only to the Superintendent of Schools or her/his designee. The duration of the entire appeals process is not to exceed 45 days.

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 Syosset Central School District initiated a comprehensive administrative certification program to ensure that all teacher evaluators would be prepared and effective. The district trained 27 building administrators and supervisors. The principle source of our training was the Nassau County Regional BOCES. Building administrators /supervisors attended a series of seven (7) modules conducted by Nassau County Regional BOCES totaling over 1,000 hours of training. Administrators will continue their training and or recertification on an as needed basis as additional modules become available.

In addition to training received at the Regional BOCES, administrators attended follow-up workshops on such topics including SLO Development, Teacher Rubric Selection and Analysis of Student Growth and Achievement.

During the 2011-12 school year, multiple in-district staff development meetings were conducted by the Deputy Superintendent and other administrative staff to establish district-wide procedures. These in-district workshops focused on topics such as inter-rater reliability methods in terms of content and process for in-class observations and evaluations in conjunction with the NYSUT rubric for teachers.

Our efforts have yielded a high degree of inter-rater reliability in teacher observations. In addition, the district has also focused on the analysis of student data, examination of instructional artifacts and goal setting and attainment. Our administrative staff development efforts produced a coordinated and uniform evaluative system that was successfully negotiated.

At this time all teacher evaluators are fully APPR certified and trained in the utilization of the NYSUT rubric, supervision and all district evaluation requirements for teachers.

6.5) Assurances -- Evaluators

Please check the boxes below:

-
- Checked
-

their related functions, as applicable

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

• Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.6) Assurances -- Teachers Assure that the APPR will be put on the district website by September 10 or within 10 days after approval, whichever is later.	Checked
6.6) Assurances -- Teachers Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked
6.6) Assurances -- Teachers Assure that teachers will receive timely and constructive feedback as part of the evaluation process.	Checked
6.6) Assurances -- Teachers Assure the district has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Wednesday, June 06, 2012
Updated Thursday, September 13, 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
9-12
(No response)
(No response)
(No response)
(No response)

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

Please check the boxes below:

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

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

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

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in the uploaded Growth HEDI Bands.
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	Baseline data obtained from previous assessments will be utilized to establish targets as specified in the uploaded Growth HEDI Bands.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Baseline data obtained from previous assessments will be utilized to establish targets as specified in the uploaded Growth HEDI Bands.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Baseline data obtained from previous assessments will be utilized to establish targets as specified in the uploaded Growth HEDI Bands.
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	Baseline data obtained from previous assessments will be utilized to establish targets as specified in the uploaded Growth HEDI Bands.

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/5365/139445-lha0DogRNw/GROWTH HEDI Bands 0-20 Grades K-12.docx

7.4) Special Considerations for Comparable Growth Measures

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

associated with the controls or adjustments.

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

8. Local Measures (Principals)

Created Wednesday, June 06, 2012

Updated Thursday, September 13, 2012

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-5	(d) measures used by district for teacher evaluation	3rd party assessment
6-8	(d) measures used by district for teacher evaluation	3rd party and State assessments

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands

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/5366/139446-qBFVOWF7fC/Achievement HEDI Bands 0-15 points for Value Added.docx

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

In the table below, list all of the grade configurations 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	(d) measures used by district for teacher evaluation	District developed and course/grade specific assessments

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Baseline data obtained from previous assessments will be utilized to establish targets as specified in uploaded Achievement HEDI bands

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.

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.

The district will utilize prior academic history in establishing adjustments and develop controls when setting targets. This analysis of academic history within each building shall include third party assessments, state exams and the teachers' scoring rubric.

8.4) Principals with More Than One Locally Selected Measure

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

(No response)

8.5) Assurances

Please check all of the boxes below:

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

9. Other Measures of Effectiveness (Principals)

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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]	55
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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.	5
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---

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).	(No response)

9.4) Sources of Evidence (if applicable)

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

9.4) Sources of Evidence (if applicable) Structured feedback from teachers using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) Structured feedback from students using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) Structured feedback from families using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) School visits by other trained evaluators	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 Marshall Rubric will determine HEDI ratings of 0-55. A second measure will include a review of school documents and records as evidence of achievement of ambitious and measurable goals as set collaboratively with their supervisor. This second measure will consist of a 0-5 HEDI rating. The two measures taken together will equal a maximum of 60 points.

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/5143/139449-pMADJ4gk6R/Principal 55 and 5 points HEDI Band_1.doc

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

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

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	55-60
Effective	45-54
Developing	38-44
Ineffective	0-37

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	1
By trained administrator	1
By trained independent evaluator	0
Enter Total	2

Tenured Principals

By supervisor	1
By trained administrator	1
By trained independent evaluator	0
Enter Total	2

10. Composite Scoring (Principals)

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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	55-60
Effective	45-54
Developing	38-44
Ineffective	0-37

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

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

[assets/survey-uploads/5276/139475-Df0w3Xx5v6/Principal Improvement Plan \(PIP\) 6-7-12_1.doc](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*SYOSSET CENTRAL SCHOOL DISTRICT
APPR - PRINCIPAL APPEAL PROCESS*

The following shall, effective July 1st, 2011, constitute the entire APPR appeals process for employees holding the title of "principal" as defined by Education Law § 3012-c and related regulations.

a. Appeals shall be limited to principals.

b. Appeals shall be limited to those evaluations which have resulted in a rating of Ineffective or Developing.

c. Within ten school days of the receipt of an annual evaluation providing a rating set forth in (a), the employee may appeal the annual evaluation to the Superintendent of Schools or designee. The appeal shall be in writing and shall articulate in detail the basis for the appeal. The duration of the appeals process not to exceed 45 days

d. Appeals shall be limited to:

1. The substance of the annual professional performance review;

2. The District's adherence to the standards and methodologies required for reviews pursuant to Education Law Section 3012-c;

3. The District's adherence to the Commissioner of Education's Regulations and compliance with any applicable locally negotiated procedures; and/or

4. The District's issuance and/or implementation of the terms of the improvement plan.

e. Any issue not specifically raised in the written appeal shall be deemed waived.

f. The Superintendent of Schools or designee shall render a written determination with respect to the appeal within five school days of receipt of the appeal.

g. The determination of the Superintendent of Schools or designee shall not be grievable, arbitrable or reviewable in any other forum.

h. The duration of the appeals process not to exceed 45 days

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 Syosset Central School District initiated a comprehensive central office training program to ensure that all evaluators of principals would be prepared and effective. The district trained 3 Central Office administrators. The principle source of our training was conducted by the Nassau County Regional BOCES. District administrators attended 3 – 4 sessions totaling over 65 hours.

In addition to training received at the Regional BOCES, Central Office administrators attended follow-up workshops on such topics including SLO Development, Principal Rubric Selection and Analysis of School Growth and Achievement.

During the 2011-12 school year, multiple in-district level meetings were conducted to establish district-wide procedures. These in-district workshops focused on topics such as inter-rater reliability methods for principal observations and evaluations in conjunction with the Marshall rubric. Additional areas of training included goal setting and effective measures for analyzing school growth.

Discussions at staff meetings have yielded a high degree of inter-rater reliability in principal observations. In addition, the district has also focused on an enhanced emphasis on the analysis of student data, examination of artifacts and goal setting and attainment.

Our administrative staff development efforts produced a coordinated and uniform evaluative system that was successfully negotiated with the principals union. All principal evaluators are fully APPR certified and trained in the utilization of rubrics, supervision and all district requirements for the evaluation of principals. In addition, Central Office Administrators will continue to attend training sessions for the purpose of Certification and Re-certification.

11.5) Assurances -- Evaluators

Please check the boxes below:

• Checked

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

• Checked

11.6) Assurances -- Principals

Please check all of the boxes below:

11.6) Assurances -- Principals Assure the entire APPR plan will be completed for each principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which	Checked
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------

the building principal's performance is being measured.	
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, September 11, 2012

Updated Friday, September 14, 2012

Page 1

12.1) Upload the Joint Certification of the APPR Plan

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

[assets/survey-uploads/5581/174928-3Uqgn5g9Iu/APPR signature Form \(9-14-12\).pdf](assets/survey-uploads/5581/174928-3Uqgn5g9Iu/APPR%20signature%20Form%20(9-14-12).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)

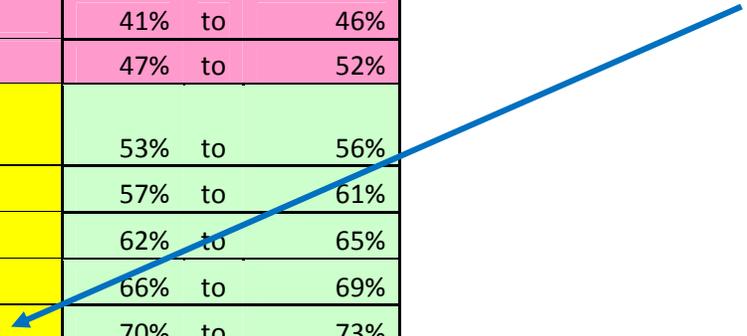
Please note that .docx, .pptx, and .xlsx formats are not entirely supported.

Please save your file types as .doc, .ppt or .xls respectively before uploading.

PROFICIENCY HEDI GROWTH Bands: 0-20 GRADES K-12 – Growth Measures Developed Using Baseline Data

HEDI scores and Proficiency Range	HEDI Points	SLO Target or Percent Proficiency Achieved	HEDI scores and proficiency Range	
Ineffective	0	0%	0%	to 5%
	1	6%	6%	to 11%
	2	12%	12%	to 17%
Developing	3	18%	18%	to 23%
	4	24%	24%	to 28%
	5	29%	29%	to 34%
	6	35%	35%	to 40%
	7	41%	41%	to 46%
	8	47%	47%	to 52%
Effective	9	53%	53%	to 56%
	10	57%	57%	to 61%
	11	62%	62%	to 65%
	12	66%	66%	to 69%
	13	70%	70%	to 73%
	14	74%	74%	to 78%
	15	79%	79%	to 82%
	16	83%	83%	to 86%
	17	87%	87%	to 90%
Highly Effective	18	91%	91%	to 95%
	19	96%	96%	to 97%
	20	100%	98%	to 100%

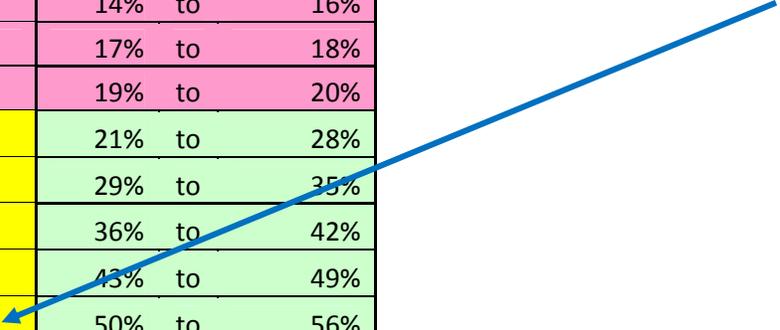
70% represents the % of STUDENTS meeting or exceeding their targeted growth.



GROWTH HEDI BANDS AP and Honors classes

HEDI scores and Mastery Range	HEDI Points	SLO Target or Percent Achieved	HEDI scores and Mastery Range
Ineffective	0	0%	0% to 1%
	1	2%	2% to 4%
	2	5%	5% to 6%
Developing	3	7%	7% to 9%
	4	10%	10% to 11%
	5	12%	12% to 13%
	6	14%	14% to 16%
	7	17%	17% to 18%
	8	19%	19% to 20%
Effective	9	21%	21% to 28%
	10	29%	29% to 35%
	11	36%	36% to 42%
	12	43%	43% to 49%
	13	50%	50% to 56%
	14	57%	57% to 63%
	15	64%	64% to 70%
	16	71%	71% to 78%
Highly Effective	17	79%	79% to 85%
	18	86%	86% to 92%
	19	93%	93% to 96%
	20	100%	97% to 100%

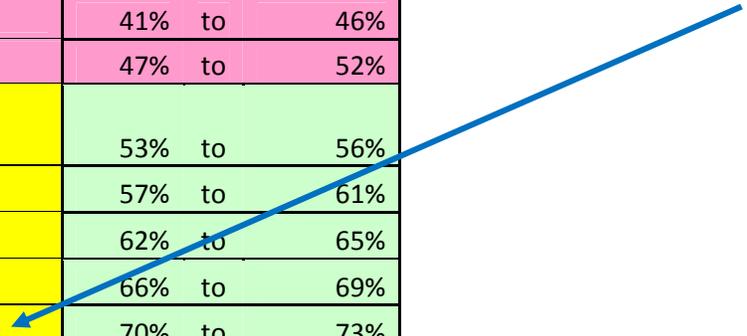
AP and Honors Courses: 50% represents the % of STUDENTS



PROFICIENCY HEDI GROWTH Bands: 0-20 GRADES K-12 – Growth Measures Developed Using Baseline Data

HEDI scores and Proficiency Range	HEDI Points	SLO Target or Percent Proficiency Achieved	HEDI scores and proficiency Range	
Ineffective	0	0%	0%	to 5%
	1	6%	6%	to 11%
	2	12%	12%	to 17%
Developing	3	18%	18%	to 23%
	4	24%	24%	to 28%
	5	29%	29%	to 34%
	6	35%	35%	to 40%
	7	41%	41%	to 46%
	8	47%	47%	to 52%
Effective	9	53%	53%	to 56%
	10	57%	57%	to 61%
	11	62%	62%	to 65%
	12	66%	66%	to 69%
	13	70%	70%	to 73%
	14	74%	74%	to 78%
	15	79%	79%	to 82%
	16	83%	83%	to 86%
	17	87%	87%	to 90%
Highly Effective	18	91%	91%	to 95%
	19	96%	96%	to 97%
	20	100%	98%	to 100%

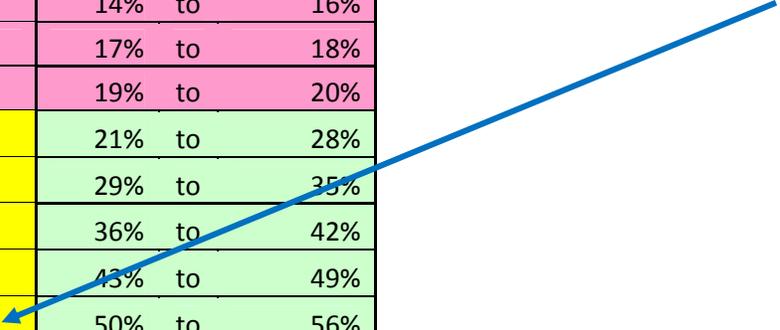
70% represents the % of STUDENTS meeting or exceeding their targeted growth.



GROWTH HEDI BANDS AP and Honors classes

HEDI scores and Mastery Range	HEDI Points	SLO Target or Percent Achieved	HEDI scores and Mastery Range
Ineffective	0	0%	0% to 1%
	1	2%	2% to 4%
	2	5%	5% to 6%
Developing	3	7%	7% to 9%
	4	10%	10% to 11%
	5	12%	12% to 13%
	6	14%	14% to 16%
	7	17%	17% to 18%
	8	19%	19% to 20%
Effective	9	21%	21% to 28%
	10	29%	29% to 35%
	11	36%	36% to 42%
	12	43%	43% to 49%
	13	50%	50% to 56%
	14	57%	57% to 63%
	15	64%	64% to 70%
	16	71%	71% to 78%
Highly Effective	17	79%	79% to 85%
	18	86%	86% to 92%
	19	93%	93% to 96%
	20	100%	97% to 100%

AP and Honors Courses: 50% represents the % of STUDENTS



**SYOSSET CENTRAL SCHOOL DISTRICT
SYOSSET, NEW YORK**

Teacher Improvement Plan (TIP)

In accordance with the Annual Professional Performance Review (APPR) Section 100.2 (o)(4) of the Commissioner’s regulation, this Teacher Improvement Plan (TIP) shall be prepared and implemented for all teachers whose performance is evaluated as unsatisfactory. The plan shall be developed in consultation with the teacher and a representative of the Syosset Teachers Association.

Teacher’s Name: _____
School Assignment: _____
Grade/Subject: _____
School Year: _____

- I. Areas in need of improvement or change:
This section must include the specific areas/behavior requiring improvement. Each area must include a benchmark for which performance and/or behavior change is required.

- II. Timeline for accomplishing established benchmarks and behavior changes.

- III. Resources to be used to assist the teacher in accomplishing the change in performance/behavior. (i.e.: mentors, district professional development plan, teacher center, Higher Education centers, employee assistance programs)

- IV. Evidence that the established benchmarks have been accomplished.

V. Dates and participants of TIP meetings

VI. All administrative staff involved in the development and implementation of the plan.

Name: _____

Title: _____

VII. Statement of Agreement:

My signature below indicates that this Teacher Improvement Plan is in accordance with the requirements of the District's APPR Plan and I agree to the contents and requirements of all components of the plan.

Teacher's Signature: _____ Date: _____

Administrative Review:

The Teacher Improvement Plan has been reviewed and approved.

Administrative Signature: _____ Date: _____

cc: Personnel File

Proficiency HEDI ACHIEVEMENT Bands for 0-15 for Grades with Value Added

HEDI Anchor Point -

- 8 to 13

SLO Target Percent - as %

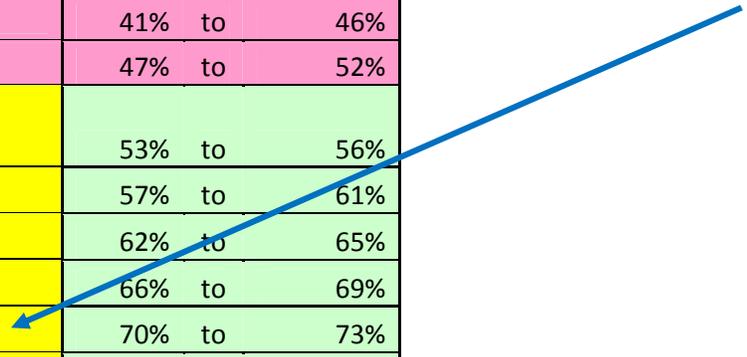
11
75%

	HEDI Points	SLO Target or Percent Proficiency Achieved	HEDI scores and Proficiency Range	
Ineffective	0	0%	0% to	6%
	1	7%	7% to	13%
	2	14%	14% to	20%
Developing	3	21%	21% to	27%
	4	28%	28% to	34%
	5	35%	35% to	41%
	6	42%	42% to	48%
	7	49%	49% to	55%
Effective	8	56%	56% to	62%
	9	63%	63% to	68%
	10	69%	69% to	74%
	11	75%	75% to	80%
	12	81%	81% to	87%
	13	88%	88% to	93%
Highly Effective	14	94%	94% to	96%
	15	100%	97% to	100%

ACHIEVEMENT HEDI Bands: 0-20 GRADES K-12 – Achievement Targets

HEDI scores and Proficiency Range	HEDI Points	SLO Target or Percent Proficiency Achieved	HEDI scores and proficiency Range	
Ineffective	0	0%	0%	to 5%
	1	6%	6%	to 11%
	2	12%	12%	to 17%
Developing	3	18%	18%	to 23%
	4	24%	24%	to 28%
	5	29%	29%	to 34%
	6	35%	35%	to 40%
	7	41%	41%	to 46%
	8	47%	47%	to 52%
Effective	9	53%	53%	to 56%
	10	57%	57%	to 61%
	11	62%	62%	to 65%
	12	66%	66%	to 69%
	13	70%	70%	to 73%
	14	74%	74%	to 78%
	15	79%	79%	to 82%
	16	83%	83%	to 86%
	17	87%	87%	to 90%
Highly Effective	18	91%	91%	to 95%
	19	96%	96%	to 97%
	20	100%	98%	to 100%

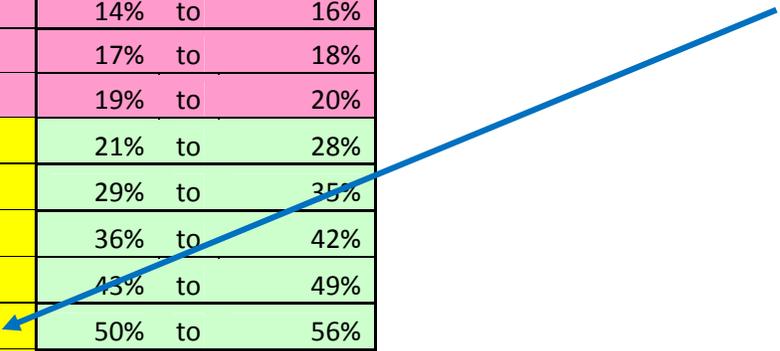
70% represents the % of STUDENTS meeting or exceeding their target



ACHIEVEMENT HEDI BANDS FOR AP and Honors Level Courses Grades 9-12

HEDI scores and Proficiency Range	HEDI Points	SLO Target or Percent Proficiency Achieved	HEDI scores and proficiency Range
Ineffective	0	0%	0% to 1%
	1	2%	2% to 4%
	2	5%	5% to 6%
Developing	3	7%	7% to 9%
	4	10%	10% to 11%
	5	12%	12% to 13%
	6	14%	14% to 16%
	7	17%	17% to 18%
	8	19%	19% to 20%
Effective	9	21%	21% to 28%
	10	29%	29% to 35%
	11	36%	36% to 42%
	12	43%	43% to 49%
	13	50%	50% to 56%
	14	57%	57% to 63%
	15	64%	64% to 70%
	16	71%	71% to 78%
	17	79%	79% to 85%
Highly Effective	18	86%	86% to 92%
	19	93%	93% to 96%
	20	100%	97% to 100%

AP and Honors Courses: 50% represents the % of STUDENTS



Rubric Range	If Rubric Score is closest to	HEDI Score	Percent of 55
Ineffective 1.0 to 1.79	1.00	0	0%
	1.02	1	2%
	1.05	2	4%
	1.07	3	5%
	1.10	4	7%
	1.12	5	9%
	1.15	6	11%
	1.17	7	13%
	1.19	8	15%
	1.22	9	16%
	1.24	10	18%
	1.27	11	20%
	1.29	12	22%
	1.32	13	24%
	1.34	14	25%
	1.36	15	27%
	1.39	16	29%
	1.41	17	31%
	1.44	18	33%
	1.46	19	35%
1.48	20	36%	
Developing 1.8 to 2.59	1.51	21	38%
	1.53	22	40%
	1.56	23	42%
	1.58	24	44%
	1.61	25	45%
	1.63	26	47%
	1.65	27	49%
	1.68	28	51%
1.70	29	53%	
1.73	30	55%	
1.75	31	56%	
1.78	32	58%	
Effective 2.6 to 3.59	1.80	33	60%
	1.91	34	62%
	2.03	35	64%
	2.14	36	65%
	2.26	37	67%
	2.37	38	69%
	2.49	39	71%
2.60	40	73%	
2.70	41	75%	
2.80	42	76%	
2.90	43	78%	
3.00	44	80%	
3.10	45	82%	
3.20	46	84%	
3.30	47	85%	
3.40	48	87%	
3.50	49	89%	
Highly Effective 3.6 to 4.0	3.60	50	91%
	3.68	51	93%
	3.76	52	95%
	3.84	53	96%
	3.92	54	98%
4.00	55	100%	

Conversion of Teacher Artifact to 5 HEDI Points

Artifact Rating	Artifact Goal Score	HEDI Score	Percent of 5 Points
Ineffective	0 to .60	0	0%
	.61 to 1.19	1	20%
	1.20 to 1.79	2	40%
Developing	1.8 to 2.59	3	60%
Effective	2.6 to 3.59	4	80%
Highly Effective	3.6 to 4.0	5	100%

Proficiency HEDI ACHIEVEMENT Bands for 0-15 for Grades with Value Added

HEDI Anchor Point -

- 8 to 13

SLO Target Percent - as %

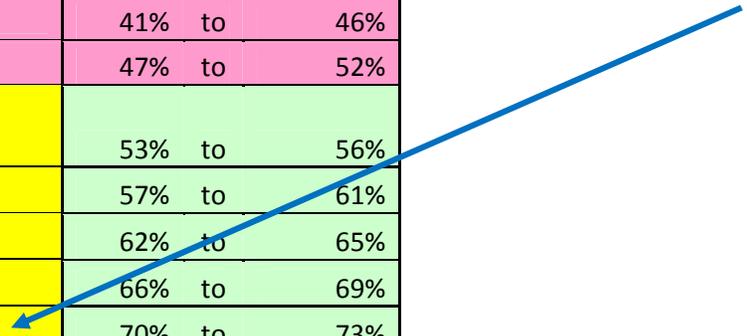
11
75%

	HEDI Points	SLO Target or Percent Proficiency Achieved	HEDI scores and Proficiency Range	
Ineffective	0	0%	0% to	6%
	1	7%	7% to	13%
	2	14%	14% to	20%
Developing	3	21%	21% to	27%
	4	28%	28% to	34%
	5	35%	35% to	41%
	6	42%	42% to	48%
	7	49%	49% to	55%
Effective	8	56%	56% to	62%
	9	63%	63% to	68%
	10	69%	69% to	74%
	11	75%	75% to	80%
	12	81%	81% to	87%
	13	88%	88% to	93%
Highly Effective	14	94%	94% to	96%
	15	100%	97% to	100%

ACHIEVEMENT HEDI Bands: 0-20 GRADES 9 -12 – Achievement Targets

HEDI scores and Proficiency Range	HEDI Points	SLO Target or Percent Proficiency Achieved	HEDI scores and proficiency Range	
Ineffective	0	0%	0%	to 5%
	1	6%	6%	to 11%
	2	12%	12%	to 17%
Developing	3	18%	18%	to 23%
	4	24%	24%	to 28%
	5	29%	29%	to 34%
	6	35%	35%	to 40%
	7	41%	41%	to 46%
	8	47%	47%	to 52%
Effective	9	53%	53%	to 56%
	10	57%	57%	to 61%
	11	62%	62%	to 65%
	12	66%	66%	to 69%
	13	70%	70%	to 73%
	14	74%	74%	to 78%
	15	79%	79%	to 82%
	16	83%	83%	to 86%
	17	87%	87%	to 90%
Highly Effective	18	91%	91%	to 95%
	19	96%	96%	to 97%
	20	100%	98%	to 100%

70% represents the % of STUDENTS meeting or exceeding their targeted growth.



Rubric Range	If Rubric Score is closest to	HEDI Score	Percent of 55
Ineffective 1.0 to 1.79	1.00	0	0%
	1.02	1	2%
	1.05	2	4%
	1.07	3	5%
	1.10	4	7%
	1.12	5	9%
	1.15	6	11%
	1.17	7	13%
	1.19	8	15%
	1.22	9	16%
	1.24	10	18%
	1.27	11	20%
	1.29	12	22%
	1.32	13	24%
	1.34	14	25%
	1.36	15	27%
	1.39	16	29%
	1.41	17	31%
	1.44	18	33%
	1.46	19	35%
1.48	20	36%	
Developing 1.8 to 2.59	1.51	21	38%
	1.53	22	40%
	1.56	23	42%
	1.58	24	44%
	1.61	25	45%
	1.63	26	47%
	1.65	27	49%
	1.68	28	51%
1.70	29	53%	
1.73	30	55%	
1.75	31	56%	
1.78	32	58%	
Effective 2.6 to 3.59	1.80	33	60%
	1.91	34	62%
	2.03	35	64%
	2.14	36	65%
	2.26	37	67%
	2.37	38	69%
	2.49	39	71%
2.60	40	73%	
2.70	41	75%	
2.80	42	76%	
2.90	43	78%	
3.00	44	80%	
3.10	45	82%	
3.20	46	84%	
3.30	47	85%	
3.40	48	87%	
3.50	49	89%	
Highly Effective 3.6 to 4.0	3.60	50	91%
	3.68	51	93%
	3.76	52	95%
	3.84	53	96%
	3.92	54	98%
4.00	55	100%	

Conversion of Measurable Principal Goal(s) to 5 HEDI Points

Measurable Rating	Measurable Goal Score	HEDI Score	Percent of 5 Points
Ineffective	0 to .60	0	0%
	.61 to 1.19	1	20%
	1.20 to 1.79	2	40%
Developing	1.8 to 2.59	3	60%
Effective	2.6 to 3.59	4	80%
Highly Effective	3.6 to 4.0	5	100%

**SYOSSET CENTRAL SCHOOL DISTRICT
SYOSSET, NEW YORK**

Principal Improvement Plan (PIP)

In accordance with the Annual Professional Performance Review (APPR) Education Law Section 3012-c and Section 100.2 (o)(4) of the Commissioner’s regulation, this Principal Improvement Plan (PIP) shall be prepared and implemented for all principals whose performance is evaluated as ineffective/developing. The plan shall be developed in consultation with the principal and a representative of the Syosset Principals Association and shall be consistent with procedures set forth as per attached Exhibit A.

Principal’s Name: _____
School Assignment: _____
School Year: _____

- I. Areas in need of improvement or change:
This section must include the specific areas/behavior requiring improvement. Each area must include a benchmark for which performance and/or behavior change is required.

- II. Timeline for accomplishing established benchmarks and behavior changes.

- III. Resources to be used to assist the principal in accomplishing the change in performance/behavior. (i.e.: mentors, district professional development plan, Higher Education centers, employee assistance programs)

- IV. Evidence that the established benchmarks have been accomplished.

V. Dates and participants of PIP meetings

VI. All central office involved in the development and implementation of the plan.

Name: _____

Title: _____

VII. Statement of Agreement:

My signature below indicates that this Principal Improvement Plan is in accordance with the requirements of the District's APPR Plan and I agree to the contents and requirements of all components of the plan.

Principal's Signature: _____ Date: _____

Central Office Review:

The Principal Improvement Plan has been reviewed and approved.

Central Office Administrator Signature: _____ Date: _____

cc: Personnel File

EXHIBIT A

The area or areas in need of improvement shall be drawn from the evaluation criteria of this APPR.

The Administrator's PIP shall be in place within ten school days of the start of the school year.

The Superintendent of Schools or his or her designee shall meet with the Administrator on the PIP: (1) prior to its implementation for the purpose of developing the PIP, (2) at the 1/3 point of the PIP to discuss the administrator's progress on the PIP and provide written feedback to the administrator regarding progress towards PIP goals; (3) at the 2/3 point of the PIP to discuss the administrator's progress on the PIP and provide written feedback to the administrator regarding progress towards PIP goals; and (4) within ten days following the end of the PIP to review the administrator's performance on the PIP to provide a written summary of the administrator's progress.

The time limit for achieving improvement shall be the entire school year.

A statement of differentiated activities to support improvement that shall be developed by the Superintendent of Schools and/or his or her designee after consultation with the Principal on the PIP that may include, but shall not be limited to: working with mentors at no cost to the principal, in-service training at no cost to the principal, educational conferences and reference to professional writings based upon scientific research at no cost to the principal, collaboration with administrative colleagues.

The manner of assessment of improvement that shall be developed by the Superintendent of Schools and/or his or her designee after consultation with the Principal and may be in the nature of direct observation, review of materials (where applicable), review of behaviors (where applicable), attention to educational directives (where applicable), and student progress based upon the measure as determined by the state and locally under this APPR (where applicable).

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:

Carol S. Hankin *Sept 13 2012*

Teachers Union President Signature: Date:

Kimi Pritchard *9/14/12*

Administrative Union President Signature: Date:

James Garabau *9/14/12*

Board of Education President Signature: Date:

Will [Signature] *9/13/12*