



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

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

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January 2, 2013

Carol Lomascolo, Superintendent  
Tuxedo Union Free School District  
Route 17  
Tuxedo Park, NY 10987

Dear Superintendent Lomascolo:

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

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.  
Commissioner

Attachment

c: John C. Pennoyer

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

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

# Annual Professional Performance Reviews: 2012-13

Created Monday, June 04, 2012

Updated Sunday, December 23, 2012

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## 1

### Disclaimers

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

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

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

### 1. SCHOOL DISTRICT INFORMATION

#### 1.1) School District's BEDS Number : 441903020000

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

*441903020000*

#### 1.2) School District Name: TUXEDO UFSD

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

*TUXEDO UFSD*

#### 1.3) School Improvement Grant (SIG) Districts Only

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

*(No response)*

#### 1.4) Award Classification

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

*(No response)*

## 1.5) Assurances

Please check all of the boxes below:

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

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

*Re-submission to address deficiencies*

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

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

*Annual (2012-13)*

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

Created Monday, June 04, 2012

Updated Friday, December 21, 2012

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### Page 1

#### STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

#### 2.1) Assurances

Please check the boxes below:

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

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

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

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

## 2.2) Grades K-3 ELA

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

	ELA	Assessment
K	District, regional, or BOCES-developed assessment	Tuxedo developed Grade K ELA Assessment
1	District, regional, or BOCES-developed assessment	Tuxedo developed Grade 1 ELA Assessment
2	District, regional, or BOCES-developed assessment	Tuxedo developed Grade 2 ELA Assessment
	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their growth targets on the final assessment.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	(20)- 96% - 100% of students will achieve their growth goal (19)- 93% - 95% of students will achieve their growth goal (18)- 89% - 92% of students will achieve their growth goal
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	(17)- 85% - 88% of students will achieve their growth goal (16)- 81% - 84% of students will achieve their growth goal (15)- 79% - 80% of students will achieve their growth goal (14)- 74% - 78% of students will achieve their growth goal (13)- 70%- 73% of students will achieve their growth goal (12)- 65% - 69% of students will achieve their growth goal (11)- 59% - 64% of students will achieve their growth goal (10)- 54% - 58% of students will achieve their growth goal (9)- 48% - 53% of students will achieve their growth goal
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	(8) - 43% - 47% of students will achieve their growth goal (7) - 38% - 42% of students will achieve their growth goal (6) - 32% - 37% of students will achieve their growth goal (5) - 27% - 31% of students will achieve their growth goal (4) - 22% - 26% of students will achieve their growth goal (3) - 17% - 21% of students will achieve their growth goal
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	(2) - 12% - 16% of students will achieve their growth goal (1) - 5% - 11% of students will achieve their growth goal (0) - 0% - 4% of students will achieve their growth goal

### 2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Tuxedo developed Grade K Math Assessment
1	District, regional, or BOCES-developed assessment	Tuxedo developed Grade 1 Math Assessment
2	District, regional, or BOCES-developed assessment	Tuxedo developed Grade 2 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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their growth targets on the final assessment.
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graphic at 2.11, below.	based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	(20)- 96% - 100% of students will achieve their growth goal (19)- 93% - 95% of students will achieve their growth goal (18)- 89% - 92% of students will achieve their growth goal
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Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	(2) - 12% - 16% of students will achieve their growth goal (1) - 5% - 11% of students will achieve their growth goal (0) - 0% - 4% of students will achieve their growth goal

## 2.4) Grades 6-8 Science

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

	Science	Assessment
6	Not applicable	not applicable
7	District, regional or BOCES-developed assessment	Tuxedo 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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	(20)- 96% - 100% of students will achieve their growth goal (19)- 93% - 95% of students will achieve their growth goal (18)- 89% - 92% of students will achieve their growth goal

Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	(17)- 85% - 88% of students will achieve their growth goal (16)- 81% - 84% of students will achieve their growth goal (15)- 79% - 80% of students will achieve their growth goal (14)- 74% - 78% of students will achieve their growth goal (13)- 70%- 73% of students will achieve their growth goal (12)- 65% - 69% of students will achieve their growth goal (11)- 59% - 64% of students will achieve their growth goal (10)- 54% - 58% of students will achieve their growth goal (9)- 48% - 53% of students will achieve their growth goal
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Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	(2) - 12% - 16% of students will achieve their growth goal (1) - 5% - 11% of students will achieve their growth goal (0) - 0% - 4% of students will achieve their growth goal

## 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	Not applicable	not applicable
7	District, regional or BOCES-developed assessment	Tuxedo developed Grade 7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	Tuxedo 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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
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Developing (3 - 8 points) Results are below District goals for similar students.	(8) - 43% - 47% of students will achieve their growth goal (7) - 38% - 42% of students will achieve their growth goal (6) - 32% - 37% of students will achieve their growth goal (5) - 27% - 31% of students will achieve their growth goal (4) - 22% - 26% of students will achieve their growth goal (3) - 17% - 21% of students will achieve their growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	(2) - 12% - 16% of students will achieve their growth goal (1) - 5% - 11% of students will achieve their growth goal (0) - 0% - 4% of students will achieve their growth goal

## 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	Tuxedo developed Grade 9 Global I 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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
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- (3) - 17% - 21% of students will achieve their growth goal
- (2) - 12% - 16% of students will achieve their growth goal
- (1) - 5% - 11% of students will achieve their growth goal
- (0) - 0% - 4% of students will achieve their growth goal

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

## 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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	(2) - 12% - 16% of students will achieve their growth goal (1) - 5% - 11% of students will achieve their growth goal (0) - 0% - 4% of students will achieve their growth goal
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## 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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	(20)- 96% - 100% of students will achieve their growth goal (19)- 93% - 95% of students will achieve their growth goal (18)- 89% - 92% of students will achieve their growth goal
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Developing (3 - 8 points) Results are below District goals for similar students.	(8) - 43% - 47% of students will achieve their growth goal (7) - 38% - 42% of students will achieve their growth goal (6) - 32% - 37% of students will achieve their growth goal (5) - 27% - 31% of students will achieve their growth goal (4) - 22% - 26% of students will achieve their growth goal (3) - 17% - 21% of students will achieve their growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	(2) - 12% - 16% of students will achieve their growth goal (1) - 5% - 11% of students will achieve their growth goal (0) - 0% - 4% of students will achieve their growth goal

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

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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	(20)- 96% - 100% of students will achieve their growth goal (19)- 93% - 95% of students will achieve their growth goal (18)- 89% - 92% of students will achieve their growth goal
Effective (9 - 17 points) Results meet District goals for similar students.	(17)- 85% - 88% of students will achieve their growth goal (16)- 81% - 84% of students will achieve their growth goal (15)- 79% - 80% of students will achieve their growth goal (14)- 74% - 78% of students will achieve their growth goal (13)- 70%- 73% of students will achieve their growth goal (12)- 65% - 69% of students will achieve their growth goal (11)- 59% - 64% of students will achieve their growth goal (10)- 54% - 58% of students will achieve their growth goal (9)- 48% - 53% of students will achieve their growth goal
Developing (3 - 8 points) Results are below District goals for similar students.	(8) - 43% - 47% of students will achieve their growth goal (7) - 38% - 42% of students will achieve their growth goal (6) - 32% - 37% of students will achieve their growth goal (5) - 27% - 31% of students will achieve their growth goal (4) - 22% - 26% of students will achieve their growth goal (3) - 17% - 21% of students will achieve their growth goal
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	(2) - 12% - 16% of students will achieve their growth goal (1) - 5% - 11% of students will achieve their growth goal (0) - 0% - 4% of students will achieve their growth goal

## 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
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and upload that file here.

*(No response)*

## 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.

*Growth measures will be determined based on pre-assessments. Individual growth targets will be developed.*

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

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

### 3. Local Measures (Teachers)

Created Wednesday, June 06, 2012

Updated Saturday, December 29, 2012

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#### Page 1

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

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

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

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

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

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

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

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

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

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

Measures based on:

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

### 3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	4) State-approved 3rd party assessments	Measures of Academic Progress ELA
5	4) State-approved 3rd party assessments	Measures of Academic Progress ELA
6	4) State-approved 3rd party assessments	Measures of Academic Progress ELA
7	4) State-approved 3rd party assessments	Measures of Academic Progress ELA

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

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

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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(15) 94 - 100% of students will achieve their performance goal (14) 88-93% of students will achieve their performance goal
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(13) 83-87% of students will achieve their performance goal (12) 75-82% of students will achieve their performance goal (11) 69-74% of students will achieve their performance goal (10) 63-68% of students will achieve their performance goal (9) 57-62% of students will achieve their performance goal (8) 50-56% of students will achieve their performance goal
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(7) 44-49% of students will achieve their performance goal (6) 38-43% of students will achieve their performance goal (5) 31-37% of students will achieve their performance goal (4) 25-30% of students will achieve their performance goal (3) 19-24% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 13-18% of students will achieve their performance goal (1) 6-12% of students will achieve their performance goal (0) 0-5% of students will achieve their performance goal

### 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	Measures of Academic Progress Math
5	4) State-approved 3rd party assessments	Measures of Academic Progress Math
6	4) State-approved 3rd party assessments	Measures of Academic Progress Math
7	4) State-approved 3rd party assessments	Measures of Academic Progress Math
8	4) State-approved 3rd party assessments	Measures of Academic Progress Math

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

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

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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(15) 94-100% of students will achieve their performance goal (14) 88-93% of students will achieve their performance goal
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(13) 83-87% of students will achieve their performance goal (12) 75-82% of students will achieve their performance goal (11) 69-74% of students will achieve their performance goal (10) 63-68% of students will achieve their performance goal (9) 57-62% of students will achieve their performance goal (8) 50-56% of students will achieve their performance goal
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(7) 44-49% of students will achieve their performance goal (6) 38-43% of students will achieve their performance goal (5) 31-37% of students will achieve their performance goal (4) 25-30% of students will achieve their performance goal (3) 19-24% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 13-18% of students will achieve their performance goal (1) 6-12% of students will achieve their performance goal (0) 0-5% of students will achieve their performance goal

### 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/5139/139628-rhJdBgDruP/Local 15 Points-Teachers\\_Dec-19-2012\\_1.pdf](assets/survey-uploads/5139/139628-rhJdBgDruP/Local 15 Points-Teachers_Dec-19-2012_1.pdf)

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

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

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

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

Measures based on:

- 1) The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations compared to those students' level of performance on such assessments/examinations in the previous school year (e.g., a three percentage point increase in students earning the proficient level (three) or better performance level on the 7th grade math State assessment compared to those same students' performance levels on the 6th grade math State assessment, or an increase in the percentage of a teacher's students earning the advanced performance level (four) on the 4th grade ELA or math State assessments compared to those students' performance levels on the 3rd grade ELA or math State assessments)
  
- 2) Teacher specific growth score computed by the Department based on the percent of the teacher's students earning a State determined level of growth. The methodology to translate such growth into the State-established sub-component scoring ranges shall be determined locally
  
- 3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance on the State assessments, Regents examinations and/or Department approved alternative examinations other than the measure described in 1) or 2), above
  
- 4) Student growth or achievement computed in a manner determined locally based on a State-approved 3rd party assessment
  
- 5) Student growth or achievement computed in a manner determined locally based on a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms
  
- 6) A school-wide measure of either student growth or achievement based on either:
  - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
  - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms
  
- 7) Student Learning Objectives (only allowable for teachers in grades/subjects without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms

### 3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	7) Student Learning Objectives	OU BOCES developed Grade K ELA Assessment
1	7) Student Learning Objectives	OU BOCES developed Grade 1 ELA Assessment
2	7) Student Learning Objectives	OU BOCES developed Grade 2 ELA Assessment
3	7) Student Learning Objectives	OU BOCES developed Grade 3 ELA Assessment

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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(20) 96% - 100% of students will achieve their performance goal (19) 93-95% of students will achieve their performance goal (18) 89-92% of students will achieve their performance goal
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance goal (12) 65-69% of students will achieve their performance goal (11) 59-64% of students will achieve their performance goal (10) 54-58% of students will achieve their performance goal (9) 48-53% of students will achieve their performance goal
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(8) 43 - 47% of students will achieve their performance goal (7) 38-42% of students will achieve their performance goal (6) 32-37% of students will achieve their performance goal (5) 27-31% of students will achieve their performance goal (4) 22-26% of students will achieve their performance goal (3) 17-21% of students will achieve their performance goal

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 12 - 16% of students will achieve their performance goal (1) 5-11% of students will achieve their performance goal (0) 0-4% of students will achieve their performance goal
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### 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	7) Student Learning Objectives	OU BOCES developed Grade K Math Assessment
1	7) Student Learning Objectives	OU BOCES developed Grade 1 Math Assessment
2	7) Student Learning Objectives	OU BOCES developed Grade 2 Math Assessment
3	7) Student Learning Objectives	OU BOCES developed Grade 3 Math Assessment

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.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(20) 96% - 100% of students will achieve their performance goal (19) 93-95% of students will achieve their performance goal (18) 89-92% of students will achieve their performance goal
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance goal (12) 65-69% of students will achieve their performance goal (11) 59-64% of students will achieve their performance

	goal (10) 54-58% of students will achieve their performance goal goal (9) 48-53% of students will achieve their performance goal
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	(8) 43 - 47% of students will achieve their performance goal (7) 38-42% of students will achieve their performance goal (6) 32-37% of students will achieve their performance goal (5) 27-31% of students will achieve their performance goal (4) 22-26% of students will achieve their performance goal (3) 17-21% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 12 - 16% of students will achieve their performance goal (1) 5-11% of students will achieve their performance goal (0) 0-4% of students will achieve their performance goal

### 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	Not applicable	not applicable
7	7) Student Learning Objectives	OU BOCES developed Grade 7 Science Assessment
8	7) Student Learning Objectives	OU BOCES developed Grade 8 Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(20) 96% - 100% of students will achieve their performance goal (19) 93-95% of students will achieve their performance goal (18) 89-92% of students will achieve their performance goal
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance

goal  
 (12) 65-69% of students will achieve their performance goal  
 goal  
 (11) 59-64% of students will achieve their performance goal  
 goal  
 (10) 54-58% of students will achieve their performance goal  
 goal  
 (9) 48-53% of students will achieve their performance goal

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

(8) 43 - 47% of students will achieve their performance goal  
 (7) 38-42% of students will achieve their performance goal  
 (6) 32-37% of students will achieve their performance goal  
 (5) 27-31% of students will achieve their performance goal  
 (4) 22-26% of students will achieve their performance goal  
 (3) 17-21% of students will achieve their performance goal

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

(2) 12 - 16% of students will achieve their performance goal  
 (1) 5-11% of students will achieve their performance goal  
 (0) 0-4% of students will achieve their performance goal

### 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	Not applicable	Not applicable
7	7) Student Learning Objectives	OU BOCES developed Grade 7 Social Studies Assessment
8	7) Student Learning Objectives	OU BOCES 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.

Students will be given a pretest to establish a baseline. Using that baseline data, teachers will set individual growth targets. HEDI points will be allocated to a teacher based on the % of students meeting or exceeding their individual growth targets on the final assessment.

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

(20) 96% - 100% of students will achieve their performance goal  
 (19) 93-95% of students will achieve their performance goal  
 (18) 89-92% of students will achieve their performance goal

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance goal (12) 65-69% of students will achieve their performance goal (11) 59-64% of students will achieve their performance goal (10) 54-58% of students will achieve their performance goal (9) 48-53% of students will achieve their performance goal
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(8) 43 - 47% of students will achieve their performance goal (7) 38-42% of students will achieve their performance goal (6) 32-37% of students will achieve their performance goal (5) 27-31% of students will achieve their performance goal (4) 22-26% of students will achieve their performance goal (3) 17-21% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 12 - 16% of students will achieve their performance goal (1) 5-11% of students will achieve their performance goal (0) 0-4% of students will achieve their performance goal

### 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	7) Student Learning Objectives	Tuxedo developed assessment Global I
Global 2	7) Student Learning Objectives	Global II Regents
American History	7) Student Learning Objectives	American History Regents

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	HEDI points will be awarded to teachers based on the % of students scoring 65 or better on the final assessment for general education students.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(20) 96% - 100% of students will achieve their performance goal (19) 93-95% of students will achieve their performance goal (18) 89-92% of students will achieve their performance goal
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance goal (12) 65-69% of students will achieve their performance goal (11) 59-64% of students will achieve their performance goal (10) 54-58% of students will achieve their performance goal (9) 48-53% of students will achieve their performance goal
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(8) 43 - 47% of students will achieve their performance goal (7) 38-42% of students will achieve their performance goal (6) 32-37% of students will achieve their performance goal (5) 27-31% of students will achieve their performance goal (4) 22-26% of students will achieve their performance goal (3) 17-21% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 12 - 16% of students will achieve their performance goal (1) 5-11% of students will achieve their performance goal (0) 0-4% of students will achieve their performance goal

### 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	7) Student Learning Objectives	Living Environment Regents
Earth Science	7) Student Learning Objectives	Earth Science Regents
Chemistry	7) Student Learning Objectives	Chemistry Regents
Physics	7) Student Learning Objectives	Physics 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.	HEDI points will be awarded to teachers based on the % of students scoring 65 or better on the final assessment for general education students.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(20) 96% - 100% of students will achieve their performance goal (19) 93-95% of students will achieve their performance goal (18) 89-92% of students will achieve their performance goal
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance goal (12) 65-69% of students will achieve their performance goal (11) 59-64% of students will achieve their performance goal (10) 54-58% of students will achieve their performance goal (9) 48-53% of students will achieve their performance goal
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(8) 43 - 47% of students will achieve their performance goal (7) 38-42% of students will achieve their performance goal (6) 32-37% of students will achieve their performance goal (5) 27-31% of students will achieve their performance goal (4) 22-26% of students will achieve their performance goal (3) 17-21% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 12 - 16% of students will achieve their performance goal (1) 5-11% of students will achieve their performance goal (0) 0-4% of students will achieve their performance goal

### 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	7) Student Learning Objectives	Algebra Regents
Geometry	7) Student Learning Objectives	Geometry Regents
Algebra 2	7) Student Learning Objectives	Algebra II 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.	HEDI points will be awarded to teachers based on the % of students scoring 65 or better on the final assessment for general education students.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(20) 96% - 100% of students will achieve their performance goal (19) 93-95% of students will achieve their performance goal (18) 89-92% of students will achieve their performance goal
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance goal (12) 65-69% of students will achieve their performance goal (11) 59-64% of students will achieve their performance goal (10) 54-58% of students will achieve their performance goal (9) 48-53% of students will achieve their performance goal
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(8) 43 - 47% of students will achieve their performance goal (7) 38-42% of students will achieve their performance goal (6) 32-37% of students will achieve their performance goal (5) 27-31% of students will achieve their performance goal (4) 22-26% of students will achieve their performance goal (3) 17-21% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 12 - 16% of students will achieve their performance goal (1) 5-11% of students will achieve their performance goal (0) 0-4% of students will achieve their performance goal

### 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	7) Student Learning Objectives	Tuxedo developed Grade 9 ELA Assessment
Grade 10 ELA	7) Student Learning Objectives	Tuxedo developed Grade 10 ELA Assessment
Grade 11 ELA	7) Student Learning Objectives	ELA 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.	HEDI points will be awarded to teachers based on the % of students scoring 65 or better on the final assessment for general education students.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(20) 96% - 100% of students will achieve their performance goal (19) 93-95% of students will achieve their performance goal (18) 89-92% of students will achieve their performance goal
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(17) 85% - 88% of students will achieve their performance goal (16) 81-84% of students will achieve their performance goal (15) 79-80% of students will achieve their performance goal (14) 74-78% of students will achieve their performance goal (13) 70-73% of students will achieve their performance goal (12) 65-69% of students will achieve their performance goal (11) 59-64% of students will achieve their performance goal (10) 54-58% of students will achieve their performance goal (9) 48-53% of students will achieve their performance goal
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(8) 43 - 47% of students will achieve their performance goal (7) 38-42% of students will achieve their performance goal (6) 32-37% of students will achieve their performance goal



(13) 70-73% of students will achieve their performance goal  
(12) 65-69% of students will achieve their performance goal  
(11) 59-64% of students will achieve their performance goal  
(10) 54-58% of students will achieve their performance goal  
(9) 48-53% of students will achieve their performance goal

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

(8) 43 - 47% of students will achieve their performance goal  
(7) 38-42% of students will achieve their performance goal  
(6) 32-37% of students will achieve their performance goal  
(5) 27-31% of students will achieve their performance goal  
(4) 22-26% of students will achieve their performance goal  
(3) 17-21% of students will achieve their performance goal

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

(2) 12 - 16% of students will achieve their performance goal  
(1) 5-11% of students will achieve their performance goal  
(0) 0-4% of students will achieve their performance goal

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

*(No response)*

### 3.13) HEDI Tables or Graphics

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

*(No response)*

### 3.14) Locally Developed Controls

Describe any adjustments, controls, or other special considerations that will be used in 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.

*Achievement measures will be determined based on pre-assessments. We will implement "differentiated achievement targets by student" to allow us to include all students in our assessments for data driven instruction.*

### 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.

*High School teachers with more than one measure will receive points based on an average of the total measure. Elementary teachers with locally-selected measures for both ELA and Math will receive points based on an average of the two measures.*

### 3.16) Assurances

Please check all of the boxes below:

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

## 4. Other Measures of Effectiveness (Teachers)

Created Monday, June 25, 2012

Updated Saturday, December 29, 2012

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### Page 1

#### 4.1) Teacher Practice Rubric

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

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

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

*Danielson's Framework for Teaching (2011 Revised Edition)*

*(No response)*

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

*Yes*

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

*(No response)*

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	60
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0
Structured reviews of lesson plans, student portfolios and other teacher artifacts	0

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

(No response)

### 4.3) Survey Tools (if applicable)

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

(No response)

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

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

### 4.4) Assurances

Please check all of the boxes below:

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

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

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

*The Local 60 Points will be determined for the purpose of the Final Summative Evaluation based upon the following methodology:*

*1- If a subdomain is worth 4 points, then points will be designated as follows:*

- a. Highly Effective rating will receive 4 points*
- b. Effective rating will receive 3.5 points*
- c. Developing rating will receive 3 points*
- d. Ineffective rating will receive 0 points*

*2- If a subdomain is worth 3 points, then points will be designated as follows:*

- a. Highly Effective rating will receive 3 points*
- b. Effective rating will receive 2.5 points*

- c. Developing rating will receive 2 points
  - d. Ineffective rating will receive 0 points
- 3- If a subdomain is worth 2 points, then points will be designated as follows:
- a. Highly Effective rating will receive 2 points
  - b. Effective rating will receive 1.9 points
  - c. Developing rating will receive 1.5 points
  - d. Ineffective rating will receive 0 points
- 4- If a subdomain is worth 1 point, then points will be designated as follows:
- a. Highly Effective rating will receive 1 point
  - b. Effective rating will receive 0.9 points
  - c. Developing rating will receive 0.7 points
  - d. Ineffective rating will receive 0 points
- 5- The scores for each component within a domain will be added together to get a domain score. Domain scores will be added together to get an overall score from 0-60. We understand the scores must be reported in whole numbers.
- Domains subdomain assignment of points as follows:
1. Planning Preparation: 16 Points
- 1a: Demonstrating Knowledge of Content and Pedagogy-- Points= 3
  - 1b: Demonstrating Knowledge of Students-- Points=3
  - 1c: Setting Instructional Outcomes-- Points= 2
  - 1d: Demonstrating Knowledge of Resources-- Points=2
  - 1e: Designing Coherent Instruction--Points=3
  - 1f: Designing Student Assessments--Points=3
2. The Classroom Environment: 14 Points
- 2a: Creating an Environment of Respect and Rapport--Points=3
  - 2b: Establishing a Culture for Learning--Points=3
  - 2c: Managing Classroom Procedures--Points=3
  - 2d: Managing Student Behavior--Points=3
  - 2e: Organizing Physical Space--Points=2
3. Instruction: 17 Points
- 3a: Communicating with Students--Points=4
  - 3b: Using Questioning and Discussion Techniques--Points=3
  - 3c: Engaging Students in Learning--Points=4
  - 3d: Using Assessment in Instruction--Points=3
  - 3e: Demonstrating Flexibility Responsiveness--Points=3
4. Professional Responsibilities: 13 Points
- 4a: Reflecting on Teaching--Points=3
  - 4b: Maintaining Accurate Records--Points=3
  - 4c: Communicating with Families--Points=2
  - 4d: Participating in a Professional Community--Points=1
  - 4e: Growing and Developing Professionally--Points=2
  - 4f: Showing Professionalism--Points=2

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.

*(No response)*

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.	55-60 Point Range
Effective: Overall performance and results meet NYS Teaching Standards.	49-54 Point Range
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	31-48 Point Range

Ineffective: Overall performance and results do not meet NYS Teaching Standards.

0-30 Point Range

Provide the ranges for the 60-point scoring bands.

Highly Effective	55-60
Effective	49-54
Developing	31-48
Ineffective	0-30

#### 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- In Person

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

- In Person

#### 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

4.7) Observations of Tenured Teachers   Formal/Long	1
4.7) Observations of Tenured Teachers   Informal/Short	1
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 Monday, June 25, 2012

Updated Thursday, October 18, 2012

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## Page 1

### **Standards for Rating Categories**

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

#### **Locally-selected Measures of**

#### **growth or achievement**

#### **Other Measures of Effectiveness**

#### **(Teacher and Leader standards)**

#### **Highly**

#### **Effective**

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

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

Overall performance and results exceed NYS Teaching Standards.

#### **Effective**

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

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

Overall performance and results meet NYS Teaching Standards.

#### **Developing**

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

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

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

#### **Ineffective**

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

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

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

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

Highly Effective	55-60
Effective	49-54
Developing	31-48
Ineffective	0-30

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 Monday, June 25, 2012

Updated Friday, December 21, 2012

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## 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/5265/145557-Df0w3Xx5v6/Scanned on Ricoh MFD TEACHER TIP\\_Oct-05-2012\\_1.pdf](#)

### 6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*SUPPLEMENTAL MEMORANDUM OF AGREEMENT  
BY AND BETWEEN THE  
TUXEDO UNION F R E E SCHOOL DISTRICT  
AND  
TUXEDO TEACHERS' ASSOCIATION:*

*REGARDING EDUCATION LAW § 3012-c AND PART 30-2 REGENTS RULES APPR*

*1. Appeals Process:*

*A. Any teacher who received an overall composite rating of ineffective on the APPR (Annual Professional Performance Review) or a tenured teacher who receives a developing rating on the 60 point rubric shall be entitled to an appeal, based upon a paper submission to the Central Office administrative designee of the Superintendent of Schools, who shall be trained in accordance with the requirements of statute and regulations and also possess either an SDA or SDL Certification; provided however in the event that the Superintendent or Superintendent's administrative designee served as an evaluator or lead evaluator he or she shall not hear the appeal.*

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

*C. The timeframe for commencing an appeal shall be as follows:*

*COMPLIANCE*

*1. Ten (10) school days for a tenured teacher appealing the annual composite APPR, a developing rating on the 60 point rating, or a TIP;*

*2. Twenty (20) calendar days for a probationary teacher to appeal the annual composite APPR;*

*3. Ten (10) school days for a probationary teacher to appeal a TIP;*

*D. Upon receipt of a teacher's APPR overall ineffective composite score or developing score on the 60 point rubric, in the case of a tenured teacher, the teacher may request in writing any and all documents that have been prepared by the District and/or evaluator to inform the rubric ratings. Such documents shall be furnished within seven (7) calendar days of the request. In the case of a TIP appeal, any and all documents that have informed the implementation of the TIP shall be provided within seven (7) calendar days of the request.*

*E. The Superintendent's administrative designee shall review all evidence submitted and respond to the appeal with a written answer granting the appeal and directing further administrative action or denying the appeal. Such decision shall be made within fifteen (15) calendar days of the receipt of the appeal. In the event that the teacher is unsatisfied with the result of the appeal, a further appeal may be taken to the Superintendent of Schools within fifteen (15) calendar days of receipt of the Superintendent's designee's decision upon the appeal, in the case of a probationary teacher and ten (10) days in the case of a tenured teacher.*

*F. The Superintendent shall make his or her decision in writing regarding the further appeal within fifteen (15) calendar days of receipt of that appeal. The decision of the Superintendent so long as the decision is made within the timeframe set forth in this provision shall be final and binding in all regards and shall not be subject to review at arbitration, before any administrative agency or in any court of law. If the timeframe is not adhered to, the appeal will automatically be granted.*

*G. 1. Notwithstanding the above, in the event that a tenured teacher has received two consecutive ineffective APPR evaluation ratings, the second tier appeal shall be to an arbitrator selected on a rotating basis from the following list, based on order and reasonable timeframe of availability: Bonnie Siber-Weinstock, Jeffrey M. Selchick, Howard Edelman, Carol Wittenberg and Rosemary Townley who shall make a final and binding decision upon the appeal of the APPR evaluation and/or the teacher improvement plan in a timely and expeditious manner, not to exceed 35 calendar days. At the time of initiating the appeal to the arbitrator, the District and the tenured*

*teacher shall mutually exchange all documentation that will be submitted to the Arbitrator. In the event that either party has a question regarding the authenticity of such documentation, the same shall be presented in writing immediately to the Arbitrator and copied to the other party for the Arbitrator's review and consideration. In the event that the district then proceeds to a probable cause finding under section 3020-a of the education law, and determines to conduct such a hearing, the arbitrator who ruled upon the appeal shall be jointly selected by the teacher and the district to be the section 3020-a hearing officer. If the District files 3020-a charges against a tenured teacher based upon a pattern of ineffective teaching or performance, the underlying evidence used to support*

*the two consecutive ineffective ratings that constituted the basis for the charges shall be subject to review by the 3020-a hearing officer to the maximum extent allowed by law. Notwithstanding the aforementioned language, nothing herein shall be construed as limiting the right of the employee to challenge said evaluation in any proceeding brought pursuant to Education Law §3020-a. It is expected that the cost of said hearing shall be paid for in accordance with the provision of the education law. In the event that the State Education Department will not appoint the 3020-a hearing officer as described above, then, the proceedings shall be conducted in the nature of a disciplinary arbitration with the District bearing the cost of the arbitrator and the preparation of the record in such proceedings. In that event, the teacher shall be afforded the same rights to pay during the pendency of the arbitration as if the proceedings remained pursuant to Section 3020-a of the Education Law.*

*2. In the case of a tenured teacher who appeals his or her composite APPR rating pursuant to this appeals process the District agrees that it will not use such rating as the basis for disciplinary charges until the appeals process has been concluded and the decision maker has determined that the evaluator's rating must be sustained.*

*3. In order to take advantage of the procedure outlined in G(1) above, the tenured teacher must consent to the use of a single arbitrator should the district proceed to find probable cause under section 3020-a of the education law. If the teacher is unwilling to do so, the second tier appeal shall be heard by the superintendent.*

## 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.

*To qualify for certification as a lead evaluator, individuals will successfully complete a training course that provides training on: NYS Teaching Standards and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable, evidence-based observation techniques that are grounded in research, application and use of the student growth percentile model and the value-added growth model as defined in section 30-2.2., 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, application and use of any assessment tools that the school district or BOCES utilize 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 and school improvement goals, 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, use of the Statewide instructional Reporting System, scoring methodology utilized by the department and/or the district or BOCES to evaluate a teacher or principal, including how scores are generated for each subcomponent and the composite effectiveness score and application and the use of 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, specific considerations in evaluating teachers and principals of English language learners and students with disabilities.*

*Multiple evaluators will evaluate the same individual and consult to ensure inter-rater reliability. The district will provide recertification training periodically for lead evaluators every three years, utilizing in-house training combined with Orange-Ulster BOCES certification trainings for new personnel.*

*Lead Evaluators and Evaluators have undergone 1/2 day in house training (3/21/2012) on the Danielson Model (training by the McKay Group), Orange-Ulster BOCES Training Sessions as follows: Three full days of certification training for Lead Evaluators of Teachers on the nine required areas as stated above. Training will be ongoing throughout the year for new personnel. Lead Evaluators and Evaluators will be recertified every three years.*

## 6.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

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• Checked

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## 6.6) Assurances -- Teachers

Please check all of the boxes below:

6.6) Assurances -- Teachers   Assure the entire APPR plan will be completed for each teacher as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher's performance is being measured.	Checked
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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
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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 Monday, June 25, 2012

Updated Wednesday, December 19, 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-8
9-12
(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
n/a		n/a

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

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

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

*(No response)*

#### 7.4) Special Considerations for Comparable Growth Measures

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

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

n/a

## 7.5) Principals with More Than One Growth Measure

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

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

## 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

# 8. Local Measures (Principals)

Created Thursday, July 19, 2012

Updated Saturday, December 29, 2012

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## Page 1

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

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

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

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

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-8	(a) achievement on State assessments	Grades 4-8 NYS ELA Math Assessments
9-12	(e) 4, 5, and/or 6-year high school grad and/or dropout rates	5 Year High School graduation rate

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	(K-8) Hedi points will be allocated to a principal based on the % of students in grades 4-8 scoring at proficiency or better on the ELA and Math Assessments. (9-12) Hedi points will be allocated to a principal based on the % of students graduating within five years.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(15) 75-100% of students will achieve their performance goal (14) 66-74% of students will achieve their performance goal
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(13) 60-65% of students will achieve their performance goal (12) 55-59% of students will achieve their performance goal (11) 48-54% of students will achieve their performance goal (10) 42-47% of students will achieve their performance

	goal (9) 40-41% of students will achieve their performance goal (8) 35-39% of students will achieve their performance goal
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(7) 32-34% of students will achieve their performance goal (6) 30-31% of students will achieve their performance goal (5) 28-29% of students will achieve their performance goal (4) 26-27% of students will achieve their performance goal (3) 25% of students will achieve their performance goal
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	(2) 21-24% of students will achieve their performance goal (1) 19-20% of students will achieve their performance goal (0) 0-18% of students will achieve their performance goal

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.

*(No response)*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
not applicable		not applicable

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.	not applicable
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	not applicable
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	not applicable
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	not applicable
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	not applicable

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

*(No response)*

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

*(No response)*

### 8.3) Locally Developed Controls

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

*Not Applicable*

### 8.4) Principals with More Than One Locally Selected Measure

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

*Not Applicable*

### 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)

Created Thursday, July 19, 2012

Updated Thursday, December 20, 2012

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## Page 1

### 9.1) Principal Practice Rubric

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

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

*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]	60
---	----

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

If the above points assignment is not for "all principals," fill out an additional copy of "Form 9.2: Points Within Other Measures" for each group of principals, 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.	(No response)
9.3) Assurances -- Goals   Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance).	(No response)

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

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

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

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

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

*(No response)*

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

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

## 9.6) Assurances

Please check all of the boxes below:

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

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

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

*9 Domains within the principal rubric:*

*Domain "A"- Diagnosis Planning- 10 Points*

*Domain "B"- Communication- 10 Points*

*Domain "C"-Curriculum Data- 10 Points*

*Domain "D"- Supervision, Evaluation Professional Development- 10 Points*

*Domain "E"- Discipline 7 Family Involvement- 10 Points*

*Domain "F"- Management External Relations- 10 Points*

-----  
*The other 60 points will be computed for the purpose of the Final Summative Evaluation based upon the following methodology within the sub-domains "a" through "j" in each of the six above-noted Domains:*

*Highly Effective = 1 Point*

*Effective= .9 of a Point*

*Developing= .8 of a Point*

*Ineffective= Zero Points*

*The component scores will be added together to result in a domain score. Domain scores will be added together to get a HEDI Score of 0-60. We understand the composite score must be in whole numbers.*

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.

*(No response)*

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.	55-60 Point Range
Effective: Overall performance and results meet standards.	49- 54 Point Range
Developing: Overall performance and results need improvement in order to meet standards.	31-48 Point Range
Ineffective: Overall performance and results do not meet standards.	0-30 Point Range

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	55-60
Effective	49-54
Developing	31-48
Ineffective	0-30

## 9.8) School Visits

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

### **Probationary Principals**

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

### **Tenured Principals**

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

# 10. Composite Scoring (Principals)

Created Monday, June 25, 2012

Updated Thursday, October 18, 2012

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## Page 1

### **Standards for Rating Categories**

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

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

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

#### **Highly**

##### **Effective**

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

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

Overall performance and results exceed ISLLC leadership standards.

##### **Effective**

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

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

Overall performance and results meet ISLLC leadership standards.

##### **Developing**

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

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

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

##### **Ineffective**

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

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

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

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

Highly Effective	55-60
Effective	49-54
Developing	31-48
Ineffective	0-30

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

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

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

22-25

14-15

Ranges determined locally--see above

91-100

**Effective**

10-21

8-13

75-90

**Developing**

3-9

3-7

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 11. Additional Requirements - Principals

Created Monday, June 25, 2012

Updated Friday, December 21, 2012

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## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

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

[assets/survey-uploads/5276/145562-Df0w3Xx5v6/Scanned on Ricoh MFD Tuxedo PIP\\_Oct-05-2012\\_1.pdf](assets/survey-uploads/5276/145562-Df0w3Xx5v6/Scanned on Ricoh MFD Tuxedo PIP_Oct-05-2012_1.pdf)

### 11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*SUPPLEMENTAL MEMORANDUM OF AGREEMENT  
BY AND BETWEEN THE  
TUXEDO UNION F R E E SCHOOL DISTRICT  
AND  
TUXEDO ADMINISTRATORS' ASSOCIATION:  
REGARDING EDUCATION LAW § 3012-c AND PART 30-2 REGENTS RULES*

## REGARDING APPR APPEALS

### *Appeals Process:*

*A. A principal who receives an ineffective rating on their APPR shall be entitled to appeal their annual APPR rating, based upon a paper submission to the Central Office administrative designee of the Superintendent of Schools, who shall be trained in accordance with the requirements of statute and regulations and also possess either an SDA or SDL Certification. The evaluation of the principal shall be done by duly trained and certified administrator(s) other than the Superintendent.*

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

*C. An appeal of an evaluation or a PIP must be commenced within fourteen days of the presentation of the document to the principal or else the right to appeal shall be deemed waived in all regards.*

*D. The Superintendent's administrative designee shall respond to the appeal with a written answer granting the appeal and directing further administrative action or deny the appeal. Such decision shall be made within two weeks of the receipt of the appeal. In the event that the principal is unsatisfied with the result of the appeal, a further appeal may be taken to the Superintendent of Schools within two weeks of receipt of the Superintendent's designee's decision upon the appeal.*

*E. The Superintendent shall make his or her decision in writing regarding the further appeal within two weeks of receipt of that appeal. The decision of the Superintendent so long as the decision is made within the timeframe set forth in this paragraph shall be final and binding in all regards and shall not be subject to review at arbitration, before any administrative agency or in any court of law. If the timeframe is not adhered to, the appeal will automatically be granted.*

*F. 1. Notwithstanding the above, in the event that a principal has received two consecutive ineffective APPR evaluation ratings, the second tier appeal shall be to an arbitrator selected on a rotating basis from the following list, based on order and reasonable timeframe of availability: Bonnie Siber-Weinstock, Ira Lobel, and Howard Edelman, who shall make a final and binding decision upon the appeal of the APPR evaluation and/or the principal improvement plan in a timely and expeditious manner, within 35 calendar days. The documentation to be furnished to the arbitrator on behalf of the tenured principal and by the District shall be exchanged between the tenured principal and the administration on an immediate basis at the time of submission to the arbitrator. In the event that either party has a question regarding the authenticity of such documentation, the same shall be presented in writing immediately to the arbitrator and copied to the other party for the arbitrator's review and consideration. The Arbitrator shall review the evidence underlying the observations of the principal along with all other evidence submitted by the principal prior to rendering a decision within the timeframe referenced above. In the event that the district then proceeds to a probable cause finding under Section 3020-a of the Education Law, and determines to conduct such a hearing, the arbitrator who ruled upon the appeal shall be jointly selected by the principal and the district to be the Section 3020-a hearing officer. Notwithstanding the aforementioned language, nothing herein shall be construed as limiting the right of the employee to challenge any evaluation including the second consecutive ineffective annual composite APPR evaluation in any proceeding brought pursuant to Education Law Section 3020-a or an alternative disciplinary arbitration to the extent allowed by law. It is expected that the cost of said Section 3020-a hearing shall be paid for in accordance with the provision of the Education Law. In the event that the SED will not appoint one of the arbitrators listed above as the Section 3020-a Hearing Officer, then, the matter shall proceed as a disciplinary arbitration, the outcome of which shall be final and binding upon both parties. In that event, the District shall bear the hearing costs of the arbitrator and stenographic service and the tenured principal shall be entitled to pay rights during the pendency of the arbitration to the same extent as provided for under Section 3020-a of the Education Law.*

*2. In order to take advantage of the procedure outlined in F (1) above, the principal must consent to the use of a single arbitrator should the district proceed to find probable cause under section 3020-a of the education law. If the administrator is unwilling to do so, the second tier appeal shall be heard by the superintendent.*

*3. This agreement supersedes any previous APPR appeal procedures.*

## 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 District will ensure that all Evaluators are properly trained and certified to complete an individual's performance review. Evaluator training will be conducted by appropriately qualified individuals and entities. Lead Evaluators have undergone 1 day training on the Marshall Rubric (6/15/2012) as well as training through Orange-Ulster BOCES. Training sessions as follows: Four full days of certification training for Lead Evaluators of Principals on the nine required areas as stated above. Training will be ongoing throughout the year. All the evaluators will participate in the Orange-Ulster BOCES lead evaluator certification training and periodic recertification training (every 3 years). Evaluator training will replicate the recommended NYSED model certification process.*

*The Superintendent will certify lead evaluators upon receipt of proper documentation that the individual has fully completed training. The Superintendent will maintain records of certification of evaluators.*

*To ensure inter-rater reliability the district will use protocols that are currently being developed which will include measures as follows: data analysis, periodic comparisons of assessments, and/or annual calibration sessions across evaluators.*

*The training will include the following requirements:*

- \*NYS Teaching Standards and ISSLC Standards*
- \*Evidence-based observation*
- \*Application and use of Student Growth Percentile and Value Added Growth Model data*
- \*Application and use of any assessment tools used to evaluate teachers and principals*
- \*Application and use of State-approved locally selected measures of student achievement*
- \*Use of Statewide instructional Reporting System*
- \*Scoring methodology used to evaluate teachers and principals*
- \*Specific considerations in evaluating teachers and principals of ELLs and students with disabilities.*

*Lead evaluators of principals will be recertified every three years.*

## 11.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- 
- Checked
- 

## 11.6) Assurances -- Principals

Please check all of the boxes below:

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

## 11.7) Assurances -- Data

Please check all of the boxes below:

11.7) Assurances -- Data   Assure that the NYSED will receive accurate teacher and student data, including enrollment and attendance data and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with this Subpart, in a format and timeline prescribed by the Commissioner.	Checked
--	---------

11.7) Assurances -- Data   Certify that the district provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.	Checked
11.7) Assurances -- Data   Assure scores for all principals will be reported to NYSED for each subcomponent, as well as the composite rating, as per NYSED requirements.	Checked

## 12. Joint Certification of APPR Plan

Created Wednesday, January 02, 2013

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### Page 1

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

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

[assets/survey-uploads/5581/297035-3Uqgn5g9Iu/Distrit Cert. Form\\_Jan-02-2013\\_1.pdf](assets/survey-uploads/5581/297035-3Uqgn5g9Iu/Distrit Cert. Form_Jan-02-2013_1.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.

**Local 15 Points Achievement Measure - Teachers**

<b>Rating</b>	<b>Highly Effective</b>		<b>Effective</b>		<b>Developing</b>		<b>Ineffective</b>	
<b>Points</b>	<b>14-15</b>		<b>8-13</b>		<b>3-7</b>		<b>0-2</b>	
<b>Target range</b>	<b>88-100%</b>		<b>50-87%</b>		<b>19-49%</b>		<b>0-18%</b>	
<b>% of Students Meeting their Achievement Goal</b>	<b>Points</b>	<b>% of students meeting target</b>	<b>Points</b>	<b>% of students meeting target</b>	<b>Points</b>	<b>% of students meeting target</b>	<b>Points</b>	<b>% of students meeting target</b>
	<b>15</b>	94-100 %	<b>13</b>	83-87%	<b>7</b>	44-49%	<b>2</b>	13-18%
	<b>14</b>	88-93	<b>12</b>	75-82	<b>6</b>	38-43	<b>1</b>	6-12
			<b>11</b>	69-74	<b>5</b>	31-37	<b>0</b>	0-5
			<b>10</b>	63-68	<b>4</b>	25-30		
			<b>9</b>	57-62	<b>3</b>	19-24		
			<b>8</b>	50-56				

C. Muscalo

Rebecca Lyons

9/20/12  
Date

9/20/12

## SUPPLEMENTAL MEMORANDUM OF AGREEMENT

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE TUXEDO UNION FREE SCHOOL DISTRICT**, hereinafter referred to as "The District" and **THE TUXEDO TEACHERS' ASSOCIATION**, hereinafter referred to as "the Association":

**WHEREAS**, the parties have mutually agreed that the following Teacher Improvement Plan (TIP) procedure and form shall be incorporated into the District's APPR Plan Document for teachers covered by education law § 3012-c and part 30-2 regents rules;

### Teacher Improvement Plan

A. The Teacher Improvement Plan for a teacher who is rated ineffective or developing through an annual professional performance review (APPR) shall be comprised of the following elements:

1. The area or areas in need of improvement, drawn from the evaluation criteria of this APPR;
2. The time limit for achieving improvement that shall range between three (3) months and a semester for a probationary teacher and between five (5) months and one school year for a tenured teacher;
3. A statement of differentiated activities to support improvement that may include: observing other professional educators, modeling by administrators or other educators, in-service training, educational conferences and reference to pedagogical writing based upon scientific research, working with mentors and video-tape review. At no time shall additional compensation be awarded for activities that are specified within this plan.
4. The manner of assessment of improvement that shall be in the nature of direct observation, review of educational materials (where applicable), review of behaviors (where applicable), attention to educational directives (where applicable), evidence of employment of differentiated instruction (where applicable) and student progress based upon the measure as determined by the state and locally under this APPR (where applicable).
5. The Teacher Improvement Plan will use the mutually agreed upon forms, as attached. The Plan may be modified based on a mutual agreement between the District and the TTA.

SO AGREED, this 25 day of April, 2012.

THE DISTRICT

By: C. Amascab

Superintendent of Schools

THE ASSOCIATION

By: [Signature]

Association President

# TEACHER IMPROVEMENT PLAN

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

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

**EVALUATOR:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

COMPONENT	AREA IN NEED OF IMPROVEMENT (DESCRIPTION)	PROFESSIONAL LEARNING ACTIVITIES	PERSON RESPONSIBLE	EVIDENCE REQUIRED	EXPECTED COMPLETION
1.					
2.					
3.					

**Review Dates Agreed Upon:**

Review by Date #1: \_\_\_\_\_

Review by Date #2: \_\_\_\_\_

Review by Date #3: \_\_\_\_\_

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

**EVALUATOR:** \_\_\_\_\_  
*Signature*

## TEACHER IMPROVEMENT PLAN

COMPONENT	NOTES/COMMENTS
1.	
2.	
3.	

1. Review Date: \_\_\_\_\_

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

EVALUATOR: \_\_\_\_\_  
*Signature*

## TEACHER IMPROVEMENT PLAN

COMPONENT	NOTES/COMMENTS
1.	
2.	
3.	

2. Review Date: \_\_\_\_\_

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

EVALUATOR: \_\_\_\_\_  
*Signature*

## TEACHER IMPROVEMENT PLAN

COMPONENT	NOTES/COMMENTS
1.	
2.	
3.	

3. Review Date: \_\_\_\_\_

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

EVALUATOR: \_\_\_\_\_  
*Signature*

**SUPPLEMENTAL MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE TUXEDO UNION FREE SCHOOL DISTRICT**, hereinafter referred to as "The District" and **THE TUXEDO ADMINISTRATORS' ASSOCIATION**, hereinafter referred to as "the Association":

**WHEREAS**, the parties have mutually agreed that the following Principal Improvement Plan (PIP) procedure and form shall be incorporated into the District's APPR Plan Document for principals covered by education law § 3012-c and part 30-2 Regents rules;

Principal Improvement Plan

A. The Principal Improvement Plan for a principal who is rated ineffective or developing through an annual professional performance review (APPR) shall be comprised of the following elements:

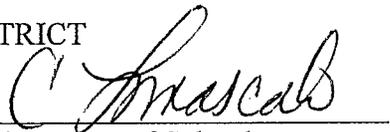
1. The area or areas in need of improvement, drawn from the evaluation criteria of this APPR;
2. The time limit for achieving improvement that shall range between three (3) months and a semester for a probationary principal and between five (5) months and one school year for a tenured principal;
3. A statement of differentiated activities to support improvement.
4. The manner of assessment of improvement that shall be: direct observation, review of educational communication (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).

SO AGREED, this 30<sup>th</sup> day of August, 2012.

THE DISTRICT

By: \_\_\_\_\_

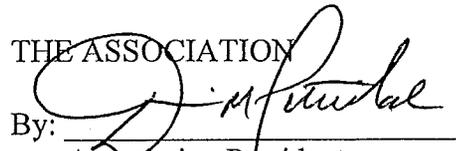
Superintendent of Schools



THE ASSOCIATION

By: \_\_\_\_\_

Association President



# PRINCIPAL IMPROVEMENT PLAN

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

PRINCIPAL: \_\_\_\_\_ EVALUATOR: \_\_\_\_\_ DATE: \_\_\_\_\_

DOMAIN	CRITERIA IN NEED OF IMPROVEMENT (DESCRIPTION)	PROFESSIONAL LEARNING ACTIVITIES	PERSON RESPONSIBLE	EVIDENCE REQUIRED	EXPECTED COMPLETION
1.					
2.					
3.					

**Review Dates Agreed Upon:**

Review by Date #1: \_\_\_\_\_

Review by Date #2: \_\_\_\_\_

Review by Date #3: \_\_\_\_\_

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

EVALUATOR: \_\_\_\_\_  
*Signature*

# PRINCIPAL IMPROVEMENT PLAN

DOMAIN	CRITERIA IN NEED OF IMPROVEMENT (DESCRIPTION)	NOTES/COMMENTS
1.		
2.		
3.		

1. Review Date: \_\_\_\_\_

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

EVALUATOR: \_\_\_\_\_  
*Signature*

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*Signature*

**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:

*Craig A. Amasca*    1/2/13

Teachers Union President Signature:    Date:

*Aynthia L. Lyons*    1/2/13

Administrative Union President Signature:    Date:

*D. M. Furtak*    1/2/13

Board of Education President Signature:    Date:

*Joann M. Vernon*    1/2/13