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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May 1, 2013

Revised

Linda Rice, Superintendent
Union Springs Central School District
239 Cayuga Street
Union Springs, New York 13160

Dear Superintendent Rice:

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: William S. Speck

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 11, 2012
Updated Tuesday, April 16, 2013

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 051901040000

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

051901040000

1.2) School District Name: UNION SPRINGS CSD

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

UNION SPRINGS CSD

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

(No response)

1.5) Assurances

Please check all of the boxes below:

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

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

Submission of material changes to an approved APPR plan

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

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

Annual (2012-13)

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

Created Wednesday, July 25, 2012
Updated Thursday, October 04, 2012

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	Union Springs Central School Kindergarten ELA Assessment
1	District, regional, or BOCES-developed assessment	Union Springs Central SchoolGrade 1 ELA Assessment
2	District, regional, or BOCES-developed assessment	Union Springs Central SchoolGrade 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.	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is administered and scored, a class average using those currently on the class roster will be calculated and the range of scores will be determined. From this baseline data, the Principal in consultation with the teacher will develop the target score. The target score shall be developed no later than the end of the 6th week of the course. After the final examination is administered and scored, the percentage of students meeting the target shall be determined.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	86% through 100% of the students will meet the Student Learning Objective.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	76% through 85% of the students will meet the Student Learning Objective.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	66% through 75% of the students will meet the Student Learning Objective.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0% through 65% of the students will meet the Student Learning Objective.

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	Union Springs Central School Kindergarten Math Assessment
1	District, regional, or BOCES-developed assessment	Union Springs Central SchoolGrade 1 Math Assessment
2	District, regional, or BOCES-developed assessment	Union Springs Central School Grade 2 Math Assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is administered and scored, a class average using those currently on the class roster will be calculated and the range of scores will be determined. From this baseline data, the Principal in consultation with the teacher will develop the target score. The target score shall be developed no later than the end of the 6th week of the course. After the final examination is administered and scored, the percentage of students meeting the target shall be determined.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	86% through 100% of the students will meet the Student Learning Objective.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	76% through 85% of the students will meet the Student Learning Objective.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	66% through 75% of the students will meet the Student Learning Objective.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0% through 65% of the students will meet the Student Learning Objective.

2.4) Grades 6-8 Science

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

	Science	Assessment
6	District, regional or BOCES-developed assessment	Union Springs Central SchoolGrade 6 Science Assessment
7	District, regional or BOCES-developed assessment	Union Springs Central SchoolGrade 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	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents

subcomponent. If needed, you may upload a table or graphic at 2.11, below.	the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is administered and scored, a class average using those currently on the class roster will be calculated and the range of scores will be determined. From this baseline data, the Principal in consultation with the teacher will develop the target score. The target score shall be developed no later than the end of the 6th week of the course. After the final examination is administered and scored, the percentage of students meeting the target shall be determined.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	86% through 100% of the students will meet the Student Learning Objective.
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Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	0% through 65% of the students will meet the Student Learning Objective.

2.5) Grades 6-8 Social Studies

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

	Social Studies	Assessment
6	District, regional or BOCES-developed assessment	Union Springs Central SchoolGrade 6 Social Studies Assessment
7	District, regional or BOCES-developed assessment	Union Springs Central School Grade 7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	Union Springs Central School 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.	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall

	include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is administered and scored, a class average using those currently on the class roster will be calculated and the range of scores will be determined. From this baseline data, the Principal in consultation with the teacher will develop the target score. The target score shall be developed no later than the end of the 6th week of the course. After the final examination is administered and scored, the percentage of students meeting the target shall be determined.
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Developing (3 - 8 points) Results are below District goals for similar students.	66% through 75% of the students will meet the Student Learning Objective.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% through 65% of the students will meet the Student Learning Objective.

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	Union Springs Central School Global 1 Assessment

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

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

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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% through 65% of the students will meet the Student Learning Objective.

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.	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning

	Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is administered and scored, a class average using those currently on the class roster will be calculated and the range of scores will be determined. From this baseline data, the Principal in consultation with the teacher will develop the target score. The target score shall be developed no later than the end of the 6th week of the course. After the final examination is administered and scored, the percentage of students meeting the target shall be determined.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% through 65% of the students will meet the Student Learning Objective.

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.	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is

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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% through 65% of the students will meet the Student Learning Objective.

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	Union Springs Central School Grade 9 ELA Assessment
Grade 10 ELA	District, regional or BOCES-developed assessment	Union Springs Central School Grade 10 ELA Assessment
Grade 11 ELA	Regents assessment	NYS Regents Examination

For High School English Language Arts: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is administered and scored, a class average using those currently

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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86% through 100% of the students will meet the Student Learning Objective.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% through 65% of the students will meet the Student Learning Objective.

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
	Grade 7-12 Technology Education	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (7-12) Technology Assessment
	Grades 7-12 Art	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (7-12) Art Assessment
	Grades 7-12 Home and Consumer Sciences	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (7-12) Home and Consumer Sciences Assessment
	Grade 7-12 Music	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (7-12) Music Assessment
	Grades 7-12 Physical Education	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (7-12) Physical Education Assessment
	Grades 7-12 Health	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (7-12) Health Assessment
	K-6 Art	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (K-6) Art Assessment
	K-6 Music	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (K-6) Music Assessment
	4-6 Academic Intervention	School/BOCES-wide/group/team results based on State	Union Springs Central School (4-6) English Language Arts Assessment
	K-12 Speical Education	School/BOCES-wide/group/team results based on State	Union Springs Central School K-12 Math/ELA Assessments
	Grade 12 ELA	School/BOCES-wide/group/team results based on State	Union Springs Central School Regionally Developed Grade 12 ELA Assessment
	Grade 9-12 ELA Electives	School/BOCES-wide/group/team results based on State	Union Springs Central School (9-12) ELA Assessments
	Grades K-6 Physical Education	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (K-6) Physical Education Assessments

K-3 Academic Intervention	School/BOCES-wide/group/team results based on State	Union Springs Central School Developed (K-3) ELA Assessment

For all other courses, as applicable: describe the district-adopted expectations for the level of performance required for each HEDI rating category and the process for assigning points to teachers based on SLO results consistent with regulations and assurances in the Comparable Growth Measures subcomponent. Include any district-determined expectations for 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.	A Student Learning Objective is an academic goal for a teacher's students that is set at the start of a course. It represents the most important learning for the year (or semester, where applicable). It must be specific and measureable, based on available prior student learning data, and aligned to Common Core, State, or national standards, as well as any other school and BOCES priorities. All Student Learning Objectives shall include the following elements: Student population; learning content; interval of instructional time; Evidence; Baseline; Target and HEDI criteria; and Rationale. The Student Learning Objective process to be used shall consist of a pre-test administered at the beginning of the class (no later than the end of the 4th week of the course) and a final examination that will be adminstered at the end of the course. After the pre-test is administered and scored, a class average using those currently on the class roster will be calculated and the range of scores will be determined. From this baseline data, the Principal in consultation with the teacher will develop the target score. The target score shall be developed no later than the end of the 6th week of the course. After the final examination is administered and scored, the percentage of students meeting the target shall be determined.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	86% through 100% of the students will meet the Student Learning Objective.
Effective (9 - 17 points) Results meet District goals for similar students.	76% through 85% of the students will meet the Student Learning Objective.
Developing (3 - 8 points) Results are below District goals for similar students.	66% through 75% of the students will meet the Student Learning Objective.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	0% through 65% of the students will meet the Student Learning Objective.

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

(No response)

2.11) HEDI Tables or Graphics

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

assets/survey-uploads/5364/155338-TXEtxx9bQW/Of Students Meeting SLO Target.doc

2.12) Locally Developed Controls

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

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

(No response)

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

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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	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English

		Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
5	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
6	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
7	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
8	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 80 or greater, teachers will earn 14-15 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 50 or greater, but less than 80, teachers will earn 8-13 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 50, teachers will earn 3-7 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics,

	Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
5	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global

		Studies, United States History and English Language Arts.
6	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
7	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
8	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 80 or greater, teachers will earn 14-15 points.

	Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 50 or greater, but less than 80, teachers will earn 8-13 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 50, teachers will earn 3-7 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points.

	Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

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/5139/155395-rhJdBgDruP/Local 15 Chart for Material Change.doc

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

3) Teacher specific achievement or growth score computed in a manner determined locally based on a measure of student performance

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

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

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

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

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

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

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
1	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

2	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
3	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science

	Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and

3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
1	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
2	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
3	6(ii) School-wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less

	than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
7	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English

		Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
8	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will

	be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
7	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
8	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will

	earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points.

	Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
Global 2	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
American History	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4

	science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra

	Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5

		English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
Earth Science	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
Chemistry	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
Physics	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents

this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra

	Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
Geometry	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

Algebra 2	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics,

	Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
Grade 10 ELA	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
Grade 11 ELA	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.

Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

3.12) All Other Courses

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

	Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
	K-3 School - All other courses and subjects	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
	4-6 School - All other courses and subjects	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

	7-12 School - All other courses and subjects	6(ii) School wide measure computed locally	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, teachers will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry

	Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, teachers will earn 9-17 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, teachers will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, teachers will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global

	Studies Regents, United States History Regents and English Language Arts Regents

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

(No response)

3.13) HEDI Tables or Graphics

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

assets/survey-uploads/5139/155395-y92vNseFa4/Local 20 Chart for Material Change.docx

3.14) Locally Developed Controls

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

(No response)

3.15) Teachers with More Than One Locally Selected Measure

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

The district's process for combining multiple locally selected measures involves averaging the multiple measures weighted against the number of students that participated in each locally selected measure.

3.16) Assurances

Please check all of the boxes below:

3.16) Assurances | Assure the application of locally-developed controls will be rigorous, fair, and transparent.	Checked
3.16) Assurances | Assure that use of locally-developed controls will not have a disparate impact on underrepresented students in accordance with any applicable civil rights laws.	Checked
3.16) Assurances | Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
3.16) Assurances | Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked
3.16) Assurances | Assure that the process for assigning points for locally selected measures will use the narrative HEDI descriptions described in the regulations to effectively differentiate educators' performance in ways that improve student learning and instruction.	Checked
3.16) Assurances | Assure that it is possible for an educator to earn each point, including 0, for the locally-selected measures subcomponent.	Checked

3.16) Assurances | Assure that locally-selected measures are rigorous and comparable across all classrooms in the same grade/subject in the district.	Checked
3.16) Assurances | If more than one type of locally-selected measure is used for different groups of teachers within a grade/subject, certify that the measures are comparable based on the Standards of Educational and Psychological Testing.	Checked
3.16) Assurances | Assure that all locally-selected measures for a teacher are different than any measures used for the State assessment or other comparable measures subcomponent.	Checked

4. Other Measures of Effectiveness (Teachers)

Created Wednesday, July 25, 2012
Updated Thursday, October 04, 2012

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4.1) Teacher Practice Rubric

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

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

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

NYSUT Teacher Practice Rubric

(No response)

4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

Yes

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

(No response)

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	40
One or more observation(s) by trained independent evaluators	(No response)
Observations by trained in-school peer teachers	(No response)
Feedback from students using State-approved survey tool	(No response)
Feedback from parents/caregivers using State-approved survey tool	(No response)
Structured reviews of lesson plans, student portfolios and other teacher artifacts	20

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

assets/survey-uploads/5091/155532-2UoxI2HPmn/PROBATIONARY TEACHERS Form 4_2_Points Within Other Measures[1].doc

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.

40% (40 out of the total 100 point composite score) of the composite effectiveness score shall be based on teacher observations using the entire rubric. At the conclusion of the school year, the Principal shall add up the total scores and divide by the number of indicators evaluated over the course of the school year. This score (between 1 and 4) shall then be converted to points earned on the 40 point HEDI scale.

The remaining 20% (20 out of the total 100 point composite score) of the composite effectiveness score shall be based on the teacher's selection from the following options:

1. Observation by a trained evaluator (if one is available and subject to the approval of the Superintendent of Schools); or

2. Action research project; or
3. Professional development, including implementation and turn-key; or
4. Teacher portfolio (project based, performance based); or
5. Peer review; or
6. Submission of Portfolio for National Board Certification.
A teacher may select one of the foregoing options only once every three years. The teacher's selection must be submitted to his/her Principal prior to October 15, but can be changed through November 1 of each school year.

The teacher must, upon submission of his/her choice in September, also identify five (5) rubric indictors that the selection will be aligned with and scored on. The Principal will score each indicator on the HEDI scale. Each indicator will be scored on a one to four point scale, for a possible total point value of 20.

The points earned on each indicator will be totaled. This total will be added to the teacher's observation score (40 points), state/SLO score (20 or 25 points), and local score (20 or 15 points) to reach a composite score.

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

assets/survey-uploads/5091/155532-eka9yMJ855/Multiple Measures of Effectiveness for NYS APPR Document.doc

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

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

Provide the ranges for the 60-point scoring bands.

Highly Effective	58-60
Effective	40-57
Developing	20-39
Ineffective	0-19

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	2

4.6) Observations of Probationary Teachers | Informal/Short	2
4.6) Observations of Probationary Teachers | Enter Total	4

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	2
4.7) Observations of Tenured Teachers | Total	3

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0

Informal/Short	0

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

- In Person

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

- In Person

5. Composite Scoring (Teachers)

Created Wednesday, July 25, 2012
Updated Thursday, October 04, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

Highly Effective	58-60
Effective	40-57
Developing	20-39
Ineffective	0-19

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 Thursday, July 26, 2012
Updated Friday, October 05, 2012

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

assets/survey-uploads/5265/155794-Df0w3Xx5v6/MX-3610N_20121005_135529.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:

To the extent a teacher wishes to challenge his/her performance review and/or improvement plan (TIP) under the new APPR system; the District has developed an appeals procedure. A teacher who receives an effectiveness composite score rating of "ineffective" or "developing" may appeal his/her performance review. Ratings of "highly effective" or "effective" cannot be appealed.

This appeals procedure does not diminish the authority of the School Board to terminate probationary teachers during their

probationary period. While the APPR shall be a "significant factor" in tenure and other employment decisions, nothing herein requires an appeal be exhausted before a tenure determination can be made. In addition, appeal procedures shall not cause a teacher to acquire tenure when an evaluation appeal is pending.

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

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

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

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

Such appeal must be submitted in writing to the Administrator performing the Annual Professional Performance Review or Teacher Improvement Plan. The writing must explain in detail the specific basis for the appeal, and provide any documents in support of the appeal. The appeal must be submitted within ten (10) calendar days of the teacher's receipt of the final Annual Professional Performance Review or Teacher Improvement Plan, or other act under this section, which is the subject of the appeal, or it is deemed waived. Within ten (10) calendar days of receipt of the appeal, the Administrator conducting the Annual Professional Performance Review or Teacher Improvement Plan shall submit a written determination. The absence of a determination shall be deemed a denial of the appeal.

If the teacher received an "ineffective" or "developing" rating and disagrees with the determination, the teacher may submit a copy of the appeal, the administrator's determination, and a written statement explaining in detail the basis for disagreement with the determination to a Labor-Management Panel within ten (10) calendar days of the date of the determination. The Labor-Management Panel will consist of the staff members' Administrator, a second Administrator chosen by the Superintendent, the Association President, and a member of the Association chosen by the USTA President. The teacher shall have the right to make a presentation to the Labor–Management Panel regarding his/her appeal. This meeting shall be held within ten (10) calendar days of the Labor-Management Panel's receipt of the teacher's written appeal. After completing his/her presentation, the teacher shall be excused from the meeting and the Panel shall meet privately to determine its recommendation. The recommendation of the Panel shall be submitted to the Superintendent of Schools for final review and decision within ten (10) calendar days of this meeting.

If the Labor-Management Panel is deadlocked, if the Panel fails to issue a final recommendation within the designated time, or if the teacher disagrees with the Panel's recommendation, then the teacher may submit an appeal to the Superintendent by submitting a written request within ten (10) calendar days of when the Panel met. The Superintendent shall issue a written decision within thirty (30) calendar days after receiving such written appeal. If the Superintendent does not issue a timely written decision, then he/she will be deemed to have adopted the written decision of the Administrator. The Superintendent's decision shall be final, binding, and unreviewable.

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

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

The procedures outlined in Article VIII will also be used for any and all appeals of Teacher Improvement Plans that are issued in accordance with this APPR plan. Appeals related to the issuance of an improvement plan are limited to issues regarding compliance with the requirements prescribed in applicable law and regulations for the issuance of improvement plans, and must be initiated within ten (10) calendar days of the alleged failure of the District to comply with such requirements.

6.4) Training and Certification of Lead Evaluators and Evaluators

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

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

The New York State 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;

Application and use of the teacher or principal rubric(s), 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 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.;

Lead evaluators will be trained by the Cayuga-Onondaga BOCES Network Team in accordance with the requirements of the Education Law 3012-c. This regional evaluator training program directly reflects the materials, resources, and training that is provided by the New York State Education Department. Throughut the course of the ongoing training program, learning opportunities will be aligned to all nine training components required for certification.

The training program consists of two full days of initial training followed by a minimum of six half-day sessions throughout the first year. A minimum of three additional sessions will be offered each subsequent school year to maintain calibration and inter-rater reliability. Inter-rater reliability will be assessed through the training process as participants will be required to collect evidence, align the evidence to the rubric, and score sample teacher performance. Each evaluator will be required to maintain records verifying their participation in the training program. These records, along with a sampling of the evaluators' work, will be used to certify and re-certify all evaluators.

6.5) Assurances -- Evaluators

Please check the boxes below:

- Checked

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

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

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

(4) application and use of the State-approved teacher or principal rubric(s) selected by the district or BOCES for use in evaluations,

including training on the effective application of such rubrics to observe a teacher or principal's practice

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- Checked

6.6) Assurances -- Teachers

Please check all of the boxes below:

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

6.7) Assurances -- Data

Please check all of the boxes below:

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

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

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

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

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

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

4-6 A.J. Smith Elementary School
7-8 Union Springs Middle School
9-12 Union Springs High School
(No response)
(No response)
(No response)
(No response)

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

Please check the boxes below:

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

	School or Program Type	SLO with Assessment Option	Name of the Assessment
	K-3 Cayuga Elementary School	District, regional, or BOCES-developed	Union Springs Central School District School-wide created assessments (K-2) and the grade 3 state assessment in English Language Arts and Mathematics.

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.	After the pre-test is administered and scored, a class average using those currently on the class roster will be calculated and the range of scores will be determined. From this baseline data, the Principal in consultation with the teacher will develop the target score for that class. The target score shall be developed no later than the end of the 6th week of the course. After the District developed final examination (where State ELA and Math assessments are not available) is administered and scored, the total number of all students in the building meeting the target for their respective class shall be determined. A percentage of students in the building meeting the target will be determined by dividing the number of students meeting the target by the number of students tested. Highly Effective 86% - 100% of students meet SLO target 18-20 points Effective 76% - 85% of students meet SLO target 9-17 points Developing 66% - 75% of students meet SLO target 3-8 points Ineffective Less than 66% of students meet SLO target 0-2 points

Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	86% - 100% of students meet SLO target
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	76% - 85% of students meet SLO target
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	66% - 75% of students meet SLO target
Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	Less than 66% of students meet SLO target

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

assets/survey-uploads/5365/155805-lha0DogRNw/Principal SLO.doc

7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

7.6) Assurances -- Comparable Growth Measures | Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws.	Checked
7.6) Assurances -- Comparable Growth Measures | Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked

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

8. Local Measures (Principals)

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Updated Thursday, April 18, 2013

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Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
4-6	(d) measures used by district for teacher evaluation	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
7-12	(d) measures used by district for teacher evaluation	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 80 or greater, principals will earn 14-15 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 50 or greater, but less than 80, principals will earn 8-13 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 50, principals will earn 3-7 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics,

	Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, principals will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

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

(No response)

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

assets/survey-uploads/5366/155808-qBFVOWF7fC/Local 15 Chart for Material Change.docx

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
	K-3	(d) measures used by district for teacher evaluation	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.
	7-12	(d) measures used by district for teacher evaluation	The following state assessments will be used: Grade 3 English Language Arts, Grade 3 mathematics,

	Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science) and Regents examinations (Integrated Algebra, Geometry, Algebra2/Trigonometry, Living Environment, Earth Science, Chemistry, Physics, Global Studies, United States History and English Language Arts.

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.	A district-wide goal based on the percent of students proficient in all state assessments (3-8) and all Regents exams taken at Union Springs Central School District will be used as the locally selected measure of student achievement. Proficiency for the grades 3-8 state assessments is defined by a score of level 3 or higher. Proficiency for the Regents exams is defined as a score of 65 or higher.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 78 or greater, principals will earn 18-20 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 52 or greater, but less than 78, principals will earn 9-17 points.

	Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 25 or greater, but less than 52, principals will earn 3-8 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The percent of students proficient on all Grades 3-8 state assessments and Regents exams will be calculated. If the percent of students proficient is 0 or greater, but less than 25, principals will earn 0-2 points. Examinations in each building used for calculations will be: Grade 3 English Language Arts, Grade 3 mathematics, Grade 4 English Language Arts, Grade 4 mathematics, Grade 5 English Language Arts, Grade 5 mathematics, Grade 6 English Language Arts, Grade 6 mathematics, Grade 7 English Language Arts, Grade 7 mathematics, Grade 8 English Language Arts, Grade 8 mathematics, Grade 4 science and Grade 8 science, Integrated Algebra Regents, Geometry Regents, Algebra2/Trigonometry Regents, Living Environment Regents, Earth Science Regents, Chemistry Regents, Physics Regents, Global Studies Regents, United States History Regents and English Language Arts Regents

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

(No response)

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

assets/survey-uploads/5366/155808-T8MlGWUVm1/Local 20 Chart for Material Change.docx

8.3) Locally Developed Controls

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

(No response)

8.4) Principals with More Than One Locally Selected Measure

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

Not applicable. There are no Principals with more than one locally selected measure.

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 26, 2012
Updated Tuesday, September 18, 2012

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9.1) Principal Practice Rubric

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

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

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.	Checked
9.3) Assurances -- Goals | Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance).	Checked

9.4) Sources of Evidence (if applicable)

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

9.4) Sources of Evidence (if applicable) | Structured feedback from teachers using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) | Structured feedback from students using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) | Structured feedback from families using a State-approved tool	(No response)
9.4) Sources of Evidence (if applicable) | School visits by other trained evaluators	(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.

(No response)

(No response)

(No response)

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

Procedures governing observations are set forth under "Timely Provisions of Feedback." Observations shall be scored in a weighted manner based on the entire rubric. At the conclusion of the school year, the evaluator shall add up the total scores and divide by the number of indicators evaluated over the course of the school year.

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

assets/survey-uploads/5143/155819-pMADJ4gk6R/Principal HEDI ranking.doc

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

Highly Effective: Overall performance and results exceed standards.	Overall performance and results exceed ISLLC ledership standards 58-60
Effective: Overall performance and results meet standards.	Overall performance and results meet ISLLC leadership standards 50-57
Developing: Overall performance and results need improvement in order to meet standards.	Overall performance and results need improvement in order to meet ISLLC leadership standards 20-49
Ineffective: Overall performance and results do not meet standards.	Overall performance and results do not meet ISLLC leadership standards 0-19

Please provide the locally-negotiated 60 point scoring bands.

Highly Effective	58-60
Effective	40-57
Developing	20-39
Ineffective	0-19

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	4
By trained administrator	0
By trained independent evaluator	0
Enter Total	4

Tenured Principals

By supervisor	3
By trained administrator	0
By trained independent evaluator	0
Enter Total	3

10. Composite Scoring (Principals)

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Updated Wednesday, August 08, 2012

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (60 points)

Overall Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

Highly Effective	58-60
Effective	40-57
Developing	20-39
Ineffective	0-19

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 Thursday, July 26, 2012
Updated Friday, October 26, 2012

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11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

11.2) Attachment: Principal Improvement Plan Forms

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

assets/survey-uploads/5276/155828-Df0w3Xx5v6/APPR PIP Evaluation Form.docx

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

To the extent a principal wishes to challenge his/her performance review and/or improvement plan (PIP) under the new APPR system; the District has developed an appeals procedure. A principal who receives an effectiveness composite score rating of "ineffective" or "developing" may appeal his/her performance review. Ratings of "highly effective" or "effective" cannot be appealed.

This appeals procedure does not diminish the authority of the School Board to terminate probationary principals during their probationary period. While the APPR shall be a "significant factor" in tenure and other employment decisions, nothing herein requires an appeal be exhausted before a tenure determination can be made. In addition, appeal procedures shall not cause a principal to

acquire tenure when an evaluation appeal is pending.

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

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

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

A unit member holding the position of classroom principal may appeal only the substance of the Annual Professional Performance Review, the District's adherence to the standards and methodologies required for such review, and the District's compliance with its procedures for conducting the Annual Professional Performance Review, or its issuance and/or implementation of the terms of the Principal Improvement Plan.

Only tenured principals may file an appeal. Non-tenured principals will have the right to add a response to the annual evaluation, which will be kept in his/her personnel file with the annual evaluation. Only "ineffective" or "developing" ratings may be appealed. A principal may not file multiple appeals regarding the same performance review. All grounds for appealing a particular performance review must be raised within the same appeal. Any grounds not raised at the time of the appeal is filed shall be deemed waived.

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

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

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

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

11.4) Training and Certification of Lead Evaluators and Evaluators

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

Principal evaluators will be trained by the Cayuga-Onondaga BOCES Network Team in accordance with the requirements of Education Law 3012-c. This regional principal evaluator training program directly reflects the materials, resources, and training that is provided by the New York State Education Department. Throughout the course of the on-going training program, learning opportunities will be aligned to all nine training components required for certification.

The training program consists of six half-days of initial training followed by a minimum of three half-day sessions throughout the first year. A minimum of three additional sessions will be offered each subsequent school year to maintain calibration and inter-rater reliability. Inter-rater reliability will be assessed through the training process as participants will be required to collect evidence, align the evidence to the rubric, and score sample principal performance. Each evaluator will be required to maintain records verifying their participation in the training program. These records,along with a sampling of the evaluators work, will be used to certify and re-certify all evaluators.

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 Friday, July 27, 2012
Updated Friday, April 19, 2013

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/5581/156112-3Uqgn5g9Iu/MX-3610N_20130419_084329.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.

HEDI Scoring Band for Teacher SLO

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

15 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are available for the State measure.)

Percent of Students Proficient	**Points For Local Measure**
85 or greater	15
80 or greater but less than 85	14
75 or greater but less than 80	13
70 or greater but less than 75	12
65 or greater but less than 70	11
60 or greater but less than 65	10
55 or greater but less than 60	9
50 or greater but less than 55	8
45 or greater but less than 50	7
40 or greater but less than 45	6
35 or greater but less than 40	5
30 or greater but less than 35	4
25 or greater but less than 30	3
20 or greater but less than 25	2
10 or greater but less than 20	1
Less than 10	0

20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

Percent of Students Proficient	Points For Local Measure
85 or greater	20
81 or greater but less than 85	19
78 or greater but less than 81	18
75 or greater but less than 78	17
72 or greater but less than 75	16
69 or greater but less than 72	15
66 or greater but less than 69	14
63 or greater but less than 66	13
60 or greater but less than 63	12
57 or greater but less than 60	11
54 or greater but less than 57	10
52 or greater but less than 54	9
50 or greater but less than 52	8
45 or greater but less than 50	7
40 or greater but less than 45	6
35 or greater but less than 40	5
30 or greater but less than 35	4
25 or greater but less than 30	3
20 or greater but less than 25	2
10 or greater but less than 20	1
Less than 10	0

Form 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.

Fill in the group of teachers covered (e.g., "probationary teachers"):

PROBATIONARY TEACHERS

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	4
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

Multiple Measures of Effectiveness / Scoring of Observations

40% (40 out of the total 100 point composite score) of the composite effectiveness score shall be based on teacher observations. Procedures governing observations are set forth under "Timely Provisions of Feedback." Indicators not observed will not be scored. At the conclusion of the school year, the Principal shall add up the total scores and divide by the number of indicators evaluated over the course of the school year. This score (between 1 and 4) shall then be converted to points earned on the HEDI scale according to the following chart:

Average Rubric Score	**Points Earned**
1.0 **Ineffective**	0
1.1	3
1.2	5
1.3	7
1.4	9
1.5	11
1.6	13
1.7	15
1.8	17
1.9	19
2.0 **Developing**	20
2.1	21
2.2	22
2.3	23
2.4	24
2.5	25
2.6	26
2.7	27
2.8	28
2.9	29
3.0 **Effective**	30
3.1	31
3.2	32
3.3	33
3.4	34
3.5	35
3.6	36
3.7	37
3.8 **Highly Effective**	38
3.9	39
4.0	40

The remaining 20% (20 out of the total 100 point composite score) of the composite effectiveness score shall be based on the teacher's selection from the following options:

1. Observation by a trained evaluator (if one is available and subject to the approval of the Superintendent of Schools); or

2. Action research project; or
3. Professional development, including implementation and turn-key; or
4. Teacher portfolio (project based, performance based); or
5. Peer review; or
6. National Board Certification.

A teacher may select one of the foregoing options only once every three years. The teacher's selection must be submitted to his/her Principal prior to October 15, but can be changed through November 1 of each school year.

The teacher must, upon submission of his/her choice in September, also identify five (5) rubric indictors that the selection will be aligned with and scored on. The Principal will score each indicator on the HEDI scale. Each indicator will be scored on a one to four point scale, for a possible total point value of 20.

	Ineffective - 1 point	Developing - 2 points	Effective - 3 points	Highly Effective - 4 points
	The teacher has no real understanding of the indicator and cannot answer any questions regarding the results and how they may impact future educational practices.	The teacher has a basic understanding of the indicator and can formulate some thoughts on how the results may impact future educational practices.	The teacher has a thorough understanding of the indicator and can use that information to discuss how the results may impact future educational practices.	The teacher has a thorough understanding of the indicator and implemented ideas that positively impacted educational practices.

The points earned on each indicator will be totaled. This total will be added to the teacher's observation score (40 points), state/SLO score (20 or 25 points), and local score (20 or 15 points) to reach a composite score.

Name:_____

Department/Discipline:_____ Grade:_____

School: Union Springs School District Date:_____

SECTION ONE: Teacher Improvement Plan

a. Overall Strengths:

1.

2.

3.

b. Areas Needing Improvement: *(Identification of the specific behavior(s), techniques, criteria or standard(s) which are unacceptable and in need of improvement.)*

1.

2.

3.

SECTION TWO: Teacher Improvement Plan

c. Suggestions for Improvement: *(Identification of the specific behavior(s), techniques, criteria or standard(s) which are required for acceptable performance.)*

1.

2.

3.

Evaluator's Comments: (optional)

The teacher has the right to respond in writing to any and all reports, observations, and/or evaluations placed in his/her personnel file as part of the Teacher Improvement Plan.

Teacher's Signature: _____ Date: _____

Evaluator's Signature: _____ Date: _____

UNION SPRINGS CENTRAL SCHOOL DISTRICT

ANNUAL PROFESSIONAL PERFORMANCE REVIEW PLAN (APPR)

Teacher Improvement Plan (TIP)

A. TIP Introduction

1) A teacher's classroom performance will always be reviewed, assessed and evaluated against standards established by the District and the Teachers' Association and delineated as part of the APPR.
2) Tenure status involves responsibility and the expectation that each tenured teacher will continue to strive to excel professionally throughout his/her career and will maintain at least a level of performance deemed effective as identified in the new APPR effective August 6, 2012.

B. TIP Procedures: Initial Referral

1) The teacher's immediate supervisor will require that a teacher has a TIP after the teacher's first time performance level is ineffective or is developing.
2) Non-tenured teachers will receive a TIP as deemed necessary by the administrator which is flexible in both time and duration.
3) In addition to the above, non-tenured teachers will require a TIP when two consecutive classroom observations fall in the developing or ineffective range.
4) Once a teacher is identified as developing or ineffective, a TIP will be put in place, which may include the following options depending on the inefficiencies:
    - A mentor
    - Access to observe modeling of quality instruction
    - Opportunities to demonstrate the strategies modeled
    - Clear objectives for the mentor observing and coaching the mentee
    - Modified duties
    - Specific training as indicated in a specific, structured individual professional improvement plan developed collaboratively with the supervisor
    - A clear timeline of the individual professional improvement plan implementation
    - A suggested plan developed in June for activities to improve skills over the summer

C. TIP Procedures: Plan Formulation

An individual written plan will be prepared by the teacher's immediate supervisor and the individual teacher and will include:

- Identification of the specific behavior(s), techniques, criteria or standard(s) which are unacceptable and in need of improvement.
- Identification of the specific behavior(s), techniques, criteria or standard(s) which are required for acceptable performance.
- An outline of a program designed to achieve acceptable performance, listing specific performance directives.
- An established timetable for the required improvement in performance (10 days after teachers report to school)
- A specific timetable and method for observation and walkthroughs for evaluating the teacher's improvement, if relevant.

D. TIP Procedures: Termination of the Plan

1) At the conclusion of the individual's Teacher Improvement Plan, the teacher's immediate supervisor will provide a written report to the teacher and the Teachers' Association President delineated area(s) of growth and remaining area(s) of concern.
2) If the teacher has not exhibited a level of improvement commensurate with the expectation as delineated in the teacher's Teacher Improvement Plan or has not fulfilled agreed upon obligations of the Teacher Improvement Program Plan, the immediate supervisor will meet with the Superintendent to determine future course of action.
3) If the teacher exhibits successful improvement to a level commensurate with the expectations of the teacher's Teacher Improvement Plan, the plan is terminated without further action by the District.

E. Rights and Obligations Under the Teacher Improvement Plan Agreement

1) Reasonable costs associated with the teacher's involvement in the Teacher Improvement Plan (TIP), are to be borne by the District. For example: release from classes for collaboration or preparation of lessons, or for training, workshops and conferences as outlined and agreed upon in the Individuals Teacher Improvement Plan

2) A teacher participating in the TIP shall receive copies of all documentation associated with the TIP, including status reports, evaluations, and reports to the Superintendent.
3) The teacher has the right to respond in writing to any and all reports, observations, and/or evaluations placed in her/her personnel file as part of the Teacher Improvement Plan.
4) Nothing in the Teacher Improvement Plan will prohibit any teacher or the District from exercising his/her contractual or legal rights, including grievance and arbitration procedures.
5) Nothing in the Teacher Improvement Plan procedures will prohibit the District from bringing disciplinary action against the identified teacher.
6) Nothing in this agreement will prohibit the teacher's immediate supervisor from conducting reasonable classroom observations following procedures identified in the Annual Professional Performance Review Plan, and the submission of formal performance evaluations to the Superintendent.

APPR – TEACHER & PRINCIPAL EVALUATION

(revised 6/7/2012)

60 Points out of 100 – Evaluation

40 Points:

- Observation (announced)
  1) In- class observation (non-tenured -2 observations). Following all NYS Teacher Standards (primarily 3,4,5)
  2) Post-observation – All Standards, primarily 6,7
  3) Pre-observation – primarily Standards 1,2
  4) Goal setting and YES (Year End Summary/Reflection), All Standards, primarily 6,7

- Internal/Short (unannounced)
  1) Minimum of 2 per year

20 Points:

- Selected from a drop-down menu provided by SED
  1) Observation by trained evaluator (If one is available, and must be approved by the Superintendent)
  2) Student portfolios and/or *other teacher artifacts (pg. 4, Guidance Document)*
     **action research*
     **professional development, implementation, turn-key*
     **teacher portfolio (project-based, performance-based)*
     **peer review*
     **National Board Certification*

  Note: Three (3) Year Rotation

Note: Staff member will state selection when completing goals sheet in September for the current school year. Selection may be changed through November 1st of each year.

40 Points out of 100 – State Assessments, Student Learning Objective (SLO), Locally Selected Measures

20 Points (25 points with approved Value-Added Measure) – State Assessments, SLO

*Growth on State Assessments (ELA/Math 4-8)
*Additional grades/subjects covered by growth/Value-Added scores, etc.
*Growth using comparable measures – Student Learning Objectives, Regents exams

20 Points (15 points with approved Value-Added measure) – Locally Selected Measures

Student performance on all the averages of all the state tests, which includes 3-8 ELA and Math results and all Regents results.

Principal SLO

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

15 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are available for the State measure.)

Percent of Students Proficient	**Points For Local Measure**
85 or greater	15
80 or greater but less than 85	14
75 or greater but less than 80	13
70 or greater but less than 75	12
65 or greater but less than 70	11
60 or greater but less than 65	10
55 or greater but less than 60	9
50 or greater but less than 55	8
45 or greater but less than 50	7
40 or greater but less than 45	6
35 or greater but less than 40	5
30 or greater but less than 35	4
25 or greater but less than 30	3
20 or greater but less than 25	2
10 or greater but less than 20	1
Less than 10	0

20 Point Scale to be determined annually and may be further modified if significant adjustments are made at the State level to exam content, format or scales. (For use when value added scores are not available for the State measure.)

Percent of Students Proficient	Points For Local Measure
85 or greater	20
81 or greater but less than 85	19
78 or greater but less than 81	18
75 or greater but less than 78	17
72 or greater but less than 75	16
69 or greater but less than 72	15
66 or greater but less than 69	14
63 or greater but less than 66	13
60 or greater but less than 63	12
57 or greater but less than 60	11
54 or greater but less than 57	10
52 or greater but less than 54	9
50 or greater but less than 52	8
45 or greater but less than 50	7
40 or greater but less than 45	6
35 or greater but less than 40	5
30 or greater but less than 35	4
25 or greater but less than 30	3
20 or greater but less than 25	2
10 or greater but less than 20	1
Less than 10	0

Principal HEDI Rubric

Procedures governing observations are set forth under "Timely Provisions of Feedback." Observations shall be scored in a weighted manner. Indicators not observed will not be scored. At the conclusion of the school year, the Principal shall add up the total scores and divide by the number of indicators evaluated over the course of the school year. This weighted score (between 1 and 4) shall then be converted to points earned on the HEDI scale according to the following chart:

Average Rubric Score	**Points Earned**
1.0 **Ineffective**	0
1.05	1
1.1	2
1.15	3
1.2	4
1.25	5
1.3	6
1.35	7
1.4	8
1.45	9
1.5	10
1.55	11
1.6	12
1.65	13
1.7	14
1.75	15
1.8	16
1.85	17
1.9	18
1.95	19
2.0 **Developing**	20
2.05	21
2.1	22
2.15	23
2.2	24
2.25	25
2.3	26
2.35	27
2.4	28
2.45	29
2.5	30
2.55	31
2.6	32
2.65	33
2.7	34
2.75	35
2.8	36

2.85	37
2.9	38
2.95	39
3.0 **Effective**	50
3.1	51
3.2	52
3.3	53
3.4	54
3.5	55
3.6	56
3.7	57
3.8 **Highly Effective**	58
3.9	59
4.0	60

Name:_____

Building (Grade Levels) :_____

School: Union Springs School District Date:_____

SECTION ONE: Principal Improvement Plan

a. Overall Strengths:

1.

2.

3.

b. Areas Needing Improvement: (*Identification of the specific behavior(s), techniques, criteria or standard(s) which are unacceptable and in need of improvement.)*

1.

2.

3.

SECTION TWO: Principal Improvement Plan

c. Suggestions for Improvement: *(Identification of the specific behavior(s), techniques, criteria or standard(s) which are required for acceptable performance.)*

1.

2.

3.

Evaluator's Comments: (optional)

The Principal has the right to respond in writing to any and all reports, observations, and/or evaluations placed in his/her personnel file as part of the Principal Improvement Plan.

Principal's Signature: _____ Date: _____

Evaluator's Signature: _____ Date: _____

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

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

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

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

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

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

Signatures, dates

Superintendent Signature: Date: April 19, 2013

Renda M. Rice 4/19/2013

Teachers Union President Signature: Date: April 19, 2013

4/19/13

Administrative Union President Signature: Date: April 19, 2013

4/19/13

Board of Education President Signature: Date: April 19, 2013

Christine S. Cuff 4/19/13