



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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January 14, 2013

Marco Pochintesta, Interim Superintendent
Wappingers Central School District
167 Myers Corners Road, Suite 200
Wappingers Falls, NY 12590

Dear Superintendent Pochintesta:

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

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.
Commissioner

Attachment

c: John C. Pennoyer

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

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

Annual Professional Performance Reviews: 2012-13

Created Wednesday, June 27, 2012

Updated Thursday, November 15, 2012

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Disclaimers

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

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

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

1. SCHOOL DISTRICT INFORMATION

1.1) School District's BEDS Number : 132101060000

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

132101060000

1.2) School District Name: WAPPINGERS CSD

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

WAPPINGERS CSD

1.3) School Improvement Grant (SIG) Districts Only

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

(No response)

1.4) Award Classification

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

(No response)

1.5) Assurances

Please check all of the boxes below:

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

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

Re-submission to address deficiencies

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

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

Annual (2012-13)

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

Created Friday, July 27, 2012

Updated Friday, December 28, 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	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3 ELA Math Assessments
1	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3 ELA Math Assessments
2	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3 ELA Math Assessments

	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.	For Grade K-2: Will be using a schoolwide measure based on 3rd graders performance on the 3rd grade NYS Assessments. For Grade 3: Students have been given a pretest to establish a baseline data point. Using that, the district will assign classwide growth targets and HEDI points will be allocated based on the % of students meeting or exceeding these growth targets.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3 ELA Math Assessments
1	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3 ELA Math Assessments
2	School-or BOCES-wide, group or team results based on State assessments	NYS Grade 3 ELA Math Assessments
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.	For Grade K-2: Will be using a schoolwide measure based on 3rd graders performance on the 3rd grade NYS Assessments. For Grade 3: Students have been given a pretest to establish a baseline data point. Using that, the district will assign classwide growth targets and HEDI points will be allocated based on the % of students meeting or exceeding these growth targets.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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	Wappingers Developed Grade 6 Science Assessment
7	District, regional or BOCES-developed assessment	Wappingers Developed Grade 7 Science Assessment
	Science	Assessment
8	State assessment	8th Grade State Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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	Wappingers Developed Grade 6 Social Studies Assessment
7	District, regional or BOCES-developed assessment	Wappingers Developed Grade 7 Social Studies Assessment
8	District, regional or BOCES-developed assessment	Wappingers Developed Grade 8 Social Studies Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment or identified against a target score. Students making progress or meeting and exceeding the target will be counted and converted to a percent. The percent will be converted to HEDI.
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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District goals for similar students.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District goals for similar students.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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	Wappingers Developed Global 1 Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
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Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District goals for similar students.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District goals for similar students.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

2.7) High School Science Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%

Effective (9 - 17 points) Results meet District goals for similar students.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District goals for similar students.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

2.8) High School Math Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District goals for similar students.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80%

	11 Points = 79%
	10 Points = 77-78%
	9 Points = 75-76%
Developing (3 - 8 points) Results are below District goals for similar students.	8 Points = 73-74%
	7 Points = 70-72%
	6 Points = 65-69%
	5 Points = 60-64%
	4 Points = 55-59%
	3 Points = 50-54%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	2 Points = 46-49%
	1 Points = 41-45%
	0 Points = 0-40%

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	School-/BOCES-wide group/team results based on State assessments	11th grade Comprehensive English Regents
Grade 10 ELA	School-/BOCES-wide group/team results based on State assessments	11th grade Comprehensive English Regents
Grade 11 ELA	Regents assessment	11th grade Comprehensive English Regents

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
	Grades 9 and 10 will be using a schoolwide measure based on the 11th grades performance on the ELA Regents exam.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	20 Points = 98-100%
	19 Points = 94-97%
	18 Points = 90-93%
Effective (9 - 17 points) Results meet District goals for similar students.	17 Points = 88-89%
	16 Points = 86-87%
	15 Points = 83-85%
	14 Points = 82%

13 Points = 81%
 12 Points = 80%
 11 Points = 79%
 10 Points = 77-78%
 9 Points = 75-76%

Developing (3 - 8 points) Results are below District goals for similar students.

8 Points = 73-74%
 7 Points = 70-72%
 6 Points = 65-69%
 5 Points = 60-64%
 4 Points = 55-59%
 3 Points = 50-54%

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

2 Points = 46-49%
 1 Points = 41-45%
 0 Points = 0-40%

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
9-12 Art	District, Regional or BOCES-developed	Dutchess County BOCES Developed Grade Specific Art Assessment
9-12 Physical Education	District, Regional or BOCES-developed	Dutchess County BOCES Developed Grade Specific PE Assessment
9-12 Music	District, Regional or BOCES-developed	Dutchess County BOCES Developed Grade Specific FACS Assessment
9-12 All Other Courses	District, Regional or BOCES-developed	Wappingers Developed Grade / Subject Specific Assessment
K-3 Building all other courses	School/BOCES-wide/group/team results based on State	Grade 3 State Assessment ELA/Math
K-5 Building all other courses	School/BOCES-wide/group/team results based on State	NYS 4/5 Math ELA Assessments
K-6 Building all other courses	School/BOCES-wide/group/team results based on State	NYS 4, 5, 6 Math ELA Assessments
4-6 Building all other courses	School/BOCES-wide/group/team results based on State	NYS 4, 5, 6 Math ELA Assessments
6-8 Building all other courses	School/BOCES-wide/group/team results based on State	NYS 6, 7, 8 Math ELA Assessments
7-8 Building all other courses	School/BOCES-wide/group/team results based on State	NYS 7/8 Math ELA Assessments

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.

Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.

For Grade 3: Students have been given a pretest to establish a baseline data point. Using that, the district will assign classwide growth targets and HEDI points will be allocated based on the % of students meeting or exceeding these growth targets.

For K-3 school, we will be using a school wide measure based on the performance of the 3rd graders on the 3rd grade NYS Math/ELA Assessment

For our 4-6 school, we will be using a school wide measure, taking the state-provided composite growth score for the 4, 5, and 6 grade Math/ELA assessments, and converting it to a 20 point score using the chart attached.

For our K-5 school, we will be using a school wide measure, taking the state-provided composite growth score for the 4 and 5 grade Math/ELA assessments, and converting it to a 20 point score using the chart attached.

For our K-6 school, we will be using a school wide measure, taking the state-provided composite growth score for the 4, 5, and 6 grade Math/ELA assessments, and converting it to a 20 point score using the chart attached.

For our 6-8 school, we will be using a school wide measure, taking the state-provided composite growth score for the 6, 7, and 8 grade Math/ELA assessments, and converting it to a 20 point score using the chart attached.

For our 7-8 school, we will be using a school wide measure, taking the state-provided composite growth score for the 7, and 8 grade Math/ELA assessments, and converting it to a 20 point score using the chart attached.

Highly Effective (18 - 20 points) Results are well-above District goals for similar students.

20 Points = 98-100%
19 Points = 94-97%
18 Points = 90-93%

Effective (9 - 17 points) Results meet District goals for similar students.

17 Points = 88-89%
16 Points = 86-87%
15 Points = 83-85%
14 Points = 82%
13 Points = 81%
12 Points = 80%
11 Points = 79%
10 Points = 77-78%
9 Points = 75-76%

Developing (3 - 8 points) Results are below District goals for similar students.	8 Points = 73-74%
	7 Points = 70-72%
	6 Points = 65-69%
	5 Points = 60-64%
	4 Points = 55-59%
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	3 Points = 50-54%
	2 Points = 46-49%
	1 Points = 41-45%
	0 Points = 0-40%

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/5364/156114-TXEttx9bQW/Wappingers CSD Value Added Building Conversion.pdf

2.12) Locally Developed Controls

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

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

(No response)

2.13) Teachers with more than one growth measure

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

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

2.14) Assurances

Please check all of the boxes below:

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

3. Local Measures (Teachers)

Created Friday, July 27, 2012

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Locally Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

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

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

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

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

- 6) A school-wide measure of either student growth or achievement based on either:
 - (i) A State-provided student growth score covering all students in the school that took the State assessment in ELA or Math in Grades 4-8; or
 - (ii) A school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous and comparable across classrooms.

3.1) Grades 4-8 ELA

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

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

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.</p>	<p>Teachers will develop Growth Targets with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.</p> <p>In the case that value added is approved this will be changed to a 15 point scale, which is uploaded in 3.3</p>
<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%</p>

3.2) Grades 4-8 Math

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

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

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.</p>	<p>Teachers will develop Growth Targets with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.</p> <p>In the case that value added is approved this will be changed to a 15 point scale, which is uploaded in 3.3</p>
<p>Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%</p>
<p>Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%</p>
<p>Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%</p>

3.3) HEDI Tables or Graphics

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

[assets/survey-uploads/5139/156115-rhJdBgDruP/Wappingers CSD 15 Point Scale.pdf](#)

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

Growth or achievement measure(s) from these options.

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

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

Measures based on:

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

3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade K ELA Assessment
1	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 1 ELA Assessment
2	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 2 ELA Assessment
3	4) State-approved 3rd party assessments	Acuity

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade K Math Assessment
1	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 1 Math Assessment
2	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 2 Math Assessment
3	4) State-approved 3rd party assessments	Acuity

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 6 Science Assessment
7	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 7 Science Assessment
8	3) Teacher specific achievement or growth score computed locally	NYS Grade 8 Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (For the NYS Assessment it will be % of student achieving 3 or 4. For the Wappingers Developed assessment it will be based on a score of 65 or better).
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 6 Social Studies Assessment
7	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 7 Social Studies Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (For the Wappingers Developed assessment it will be based on a score of 65 or better).
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

3.8) High School Social Studies

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Global 1	5) District, regional, or BOCES–developed assessments	Wappingers Developed Global 1 Assessment
Global 2	3) Teacher specific achievement or growth score computed locally	Regents Global 2

American History	3) Teacher specific achievement or growth score computed locally	Regents US History
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For High School Social Studies: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (For the Wappingers Developed assessment and or Regents Assessment it will be based on a score of 65 or better).
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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	3) Teacher specific achievement or growth score computed locally	Regents: Living Environment
Earth Science	3) Teacher specific achievement or growth score computed locally	Regents: Physical Setting/Earth Science

Chemistry	3) Teacher specific achievement or growth score computed locally	Regents: Physical Setting/Chemistry
Physics	3) Teacher specific achievement or growth score computed locally	Regents: Physical Setting/Physics

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (For the Regents Assessment it will be based on a score of 65 or better).
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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	3) Teacher specific achievement or growth score computed locally	Regents: Integrated Algebra

Geometry	3) Teacher specific achievement or growth score computed locally	Regents: Geometry
Algebra 2	3) Teacher specific achievement or growth score computed locally	Regents: Algebra2/Trigonometry

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (For the Regents Assessment it will be based on a score of 65 or better).
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	5) District, regional, or BOCES-developed assessments	Wappingers Developed Grade 9 ELA Assessment

Grade 10 ELA	5) District, regional, or BOCES–developed assessments	Wappingers Developed Grade 10 ELA Assessment
Grade 11 ELA	3) Teacher specific achievement or growth score computed locally	Regents: Comprehensive English

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.	<p>For Grades 9 10: Teachers will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.</p> <p>For Grade 11: HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (It will be based on a score of 65 or better on the Comprehensive ELA Regents assessment).</p>
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>20 Points = 98-100%</p> <p>19 Points = 94-97%</p> <p>18 Points = 90-93%</p>
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>17 Points = 88-89%</p> <p>16 Points = 86-87%</p> <p>15 Points = 83-85%</p> <p>14 Points = 82%</p> <p>13 Points = 81%</p> <p>12 Points = 80%</p> <p>11 Points = 79%</p> <p>10 Points = 77-78%</p> <p>9 Points = 75-76%</p>
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>8 Points = 73-74%</p> <p>7 Points = 70-72%</p> <p>6 Points = 65-69%</p> <p>5 Points = 60-64%</p> <p>4 Points = 55-59%</p> <p>3 Points = 50-54%</p>
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	<p>2 Points = 46-49%</p> <p>1 Points = 41-45%</p> <p>0 Points = 0-40%</p>

3.12) All Other Courses

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
All FACS	5) District/regional/BOCES–developed	Dutchess County BOCES Developed Grade Specific FACS Assessment
All Physical Education Courses	5) District/regional/BOCES–developed	Dutchess County BOCES Developed Grade Specific PE Assessment
All Art / Music Courses	5) District/regional/BOCES–developed	Dutchess County BOCES Developed Grade Specific Art/Music Assessment
All LOTE Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific LOTE Assessment
All Business Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific Business Assessment
All Health Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific Health Assessment
All Technology Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific Technology Assessment
All other Social Studies Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific Social Studies Assessment
All other Math Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific Math Assessment
All other Science Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific Science Assessment
All other ELA Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific ELA Assessment
All ESL Courses	5) District/regional/BOCES–developed	Wappingers Developed Grade Specific ESL Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (For the Wappingers Developed assessment it will be based on a score of 65 or better).
Highly Effective (18 - 20 points) Results are well above District- or BOCES -adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82%

13 Points = 81%
12 Points = 80%
11 Points = 79%
10 Points = 77-78%
9 Points = 75-76%

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

8 Points = 73-74%
7 Points = 70-72%
6 Points = 65-69%
5 Points = 60-64%
4 Points = 55-59%
3 Points = 50-54%

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

2 Points = 46-49%
1 Points = 41-45%
0 Points = 0-40%

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

(No response)

3.13) HEDI Tables or Graphics

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

(No response)

3.14) Locally Developed Controls

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

Wappingers CSD will be using growth targets based on percentile score for both General Ed students as well as SWD.

For General Ed students Wappingers CSD created a six level scale with the potential percentile score evenly distributed over levels 1 through 6.

For SWD in non-self contained courses Wappingers CSD created a nine level scale with the potential percentile score evenly distributed over levels 1 through 9.

For SWD in self contained courses Wappingers CSD created a twelve level scale with the potential percentile score distributed over levels 1 through 12.

For each of these target scenarios a student achieving level x on the pre assessment will be required to achieve a level of $x + 1$ on the post assessment except where the pre assessment achievement level is proficient or beyond, then the target score will be at least proficient on the post assessment.

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.

3.16) Assurances

Please check all of the boxes below:

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

4. Other Measures of Effectiveness (Teachers)

Created Friday, September 14, 2012

Updated Wednesday, January 02, 2013

Page 1

4.1) Teacher Practice Rubric

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

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

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

Danielson's Framework for Teaching

Not Applicable

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]	50
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	10

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

(No response)

4.3) Survey Tools (if applicable)

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

(No response)

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

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

4.4) Assurances

Please check all of the boxes below:

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

4.5) Process for Assigning Points and Determining HEDI Ratings

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

Under the Wappingers Central School District Plan, following the Danielson Rubric, teachers may accrue up to 50 points through the observation process.

5 points will be based on collaboration. The teacher's supervisor will assess whether the teacher demonstrates professional responsibility and engages relevant stakeholders to maximize student growth, development, and learning on a form provided by the district.

5 points will be based on reflective and responsive practice. The teacher's supervisor will assess whether the teacher sets informed goals and strives for continuous professional growth on a form provided by the district.

Tenured teachers may substitute a professional growth plan for the reflective and responsive practice. A tenured teacher who selects a professional growth plan will set goals for the school year and review the goals quarterly to document the actions taken to meet the goals. A tenured teacher who successfully completes the professional growth plan will receive up to 5 points towards their score.

Our Observation / Evaluation form aligns to the Danielson Rubric in the following way:

I. Content Knowledge and Preparation = Danielson Domain 3

II. Instruction = Danielson Domain 3

III. Classroom Management = Danielson Domain 2

IV. Student Development = Danielson Domains 1 3

V. Student Assessment = Danielson Domains 1 3

VI. Collaboration = Danielson Domain 4

VII. Reflective Responsive Practice = Danielson Domain 4

Reflective practice is aligned to the Danielson rubric in the following way:

It is the most powerful use of the Danielson Framework in that it acknowledges teachers who are highly professional and engaging in self-assessment. Those who establish personal/professional growth goals and work to improve their practice on their own or working with others in a study group.

Using the Framework will help to align reflection and self assessment as a powerful tool to both support and create high quality teachers.

Tenured teachers substituting professional growth for reflective practice: There is a separate scale being used for the PGP plan vs what is being used for reflective practice. Both scales are listed in the attached pdf.

We understand that the overall composite score must be a whole number.

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/5091/176999-eka9yMJ855/Wappingers CSD observation evaluation forms2.pdf](#)

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	The performance of teachers in the highly effective range is extremely accomplished in all domains: Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. Performance is evidenced in a community of learners in the classroom where students are highly motivated, engaged and assume responsibility for their learning. The performance of teachers in the highly effective range is exemplary and contributes to the success of the whole school.
Effective: Overall performance and results meet NYS Teaching Standards.	The performance of teachers in the effective range is proficient in all domains: Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. The performance is evidenced in thorough content knowledge, solid understanding of student development, classroom environment that functions smoothly, and fosters a culture for learning.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	The performance of teachers in the developing stage is at a basic level in the areas of Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. The performance may be characterized

as being minimally competent and having an understanding of the teaching standards and attempts to implement strategies that may not always be successful. Performance at this level may require additional support in order to fully meet the teaching standards.

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

The performance of teachers in the ineffective range is at an unsatisfactory level in the areas of Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. The performance may be characterized as not having an understanding of the teaching standards, including student development, classroom management, assessment strategies and does not fulfill professional responsibilities. Performance at this level requires intervention strategies.

Provide the ranges for the 60-point scoring bands.

Highly Effective	58-60
Effective	53-57
Developing	48-52
Ineffective	0-47

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	0
4.6) Observations of Probationary Teachers Enter Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- Not Applicable
-

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	2
4.7) Observations of Tenured Teachers Informal/Short	0
4.7) Observations of Tenured Teachers Total	2

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

-
- In Person
-

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

-
- Not Applicable
-

5. Composite Scoring (Teachers)

Created Monday, September 17, 2012
Updated Wednesday, October 03, 2012

Page 1

Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness (Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed NYS Teaching Standards.

Effective

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

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

Overall performance and results meet NYS Teaching Standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

0-64

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

Highly Effective	58-60
Effective	53-57
Developing	48-52
Ineffective	0-47

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

6. Additional Requirements - Teachers

Created Friday, July 27, 2012

Updated Wednesday, December 19, 2012

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6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/156120-Df0w3Xx5v6/2012-13 WCT TIP form for NYSED.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:

Appeals of annual professional performance reviews shall be limited to those that rate a teacher with an overall composite rating of Ineffective. However, a tenured teacher who receives an overall composite rating of Developing may appeal his/her evaluation to the Superintendent provided all of the following conditions are met: (1) The teacher receives a score on the State Assessment subcomponent that equates to an Ineffective rating on that subcomponent; and (2) The District uses a building-wide state assessment score for the SLO for non-tested areas; and (3) A successful appeal could potentially result in an overall composite rating of Effective.

In such case, the appeal shall be limited to the 60-point Other Measures of Effectiveness subcomponent.

In accordance with the law and regulations, a teacher may only appeal the following in conjunction with his/her APPR: (1) The substance of the APPR; (2) The District's adherence to the standards and methodologies required for such reviews; and (3) The District's adherence to the regulations and compliance with any locally negotiated procedures, as well as the District's issuance and/or implementation of the terms of the Teacher Improvement Plan (TIP). A teacher may not file multiple appeals regarding the same performance review or TIP. All grounds for appeal must be raised with specificity within one appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived. In an appeal, the teacher has the burden of demonstrating by a preponderance of the evidence a clear legal right to the relief requested and the burden of establishing the facts upon which relief is sought. All appeals must be submitted in writing to the Superintendent no later than 15 days from the date when the teacher receives his/her TIP. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned. When filing an appeal, the teacher must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan, and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered. A decision shall be rendered by the Superintendent of Schools. A written decision on the merits of the appeal shall be rendered no later than 30 days from the date upon which the teacher filed his or her appeal. The appeal shall be based on a written record, comprised of the teacher's appeal papers and any documentary evidence accompanying the appeal, as well as the District's response, if any, to the appeal and additional documentary evidence submitted with such papers. Such decision shall be final, except as provided for below. The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the teacher's appeal. If the appeal is sustained, the Superintendent may set aside a rating, modify a rating, or order a new evaluation. A copy of the decision shall be provided to the teacher and the evaluator or the person responsible for either issuing or implementing the terms of an improvement plan, if that person is different.

In the event a teacher receives and unsuccessfully appeals two consecutive Ineffective ratings, he/she may appeal the Superintendent's determination on the second consecutive Ineffective rating within 15 days of receiving the decision. The appeal shall be conducted by an arbitrator in accordance with the procedures outlined in the teachers' collective bargaining agreement. The appeal to the arbitrator shall be conducted in a timely and expeditious manner consistent with the requirements of Education Law 3012-c. The sole issue before the arbitrator shall be whether or not the second consecutive ineffective rating accurately reflected the teacher's performance during the period it covered. This appeal procedure shall constitute the exclusive means for initiating, reviewing, and resolving any and all challenges and appeals related to a teacher's performance review and/or improvement plan. A teacher may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or teacher improvement plan, except as otherwise authorized by law.

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.

All district evaluators will receive training through the local BOCES. It will be comprised of the 7 days of training which will include the 9 elements required for certification of a Lead Evaluator and with a focus on the Charlotte Danielson 2007 Rubric. Once individuals complete this training a list will be submitted to the Superintendent who will in turn forward it to the board so that the Board of Education may certify all administrators.

Provisions for on going training for new hires / administrators will be readily available through our partnership with our local BOCES.

The training components will be comprised of ISLLC Standards as perscribed by NYSED as well as 7 days of training that will touch upon SLO's, inter-rater reliability, observing for evidence, and pre/post conferencing.

The District will establish a process to maintain inter-rater reliability over time in accordance with NYSED guidance and protocols recommended in training for lead evaluators. The district anticipates that these protocols will include measures such as: data analysis; periodic comparisons of assessments; and/or annual calibration sessions across evaluators.

Lead evaluators will be recertified on an annual basis.

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)

Created Thursday, September 13, 2012

Updated Wednesday, January 02, 2013

Page 1

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

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

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

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

K-5
K-6
4-6
6-8
7-8
9-12
(No response)

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

Please check the boxes below:

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

School or Program Type	SLO with Assessment Option	Name of the Assessment
K-3	State assessment	NYS Grade 3 ELA Assessment
K-3	State assessment	NYS Grade 3 Math Assessment

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

Use this box, if needed, to describe the process for assigning HEDI categories in this subcomponent. If needed, you may upload a table or graphic below.	Principals will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
Highly Effective (18 - 20 points) Results are well above state average for similar students (or District goals if no state test).	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%

Ineffective (0 - 2 points) Results are well below state average for similar students (or District goals if no state test).	2 Points = 46-49%
	1 Points = 41-45%
	0 Points = 0-40%

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

(No response)

7.4) Special Considerations for Comparable Growth Measures

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

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

(No response)

7.5) Principals with More Than One Growth Measure

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

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

7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

and instruction.

7.6) Assurances -- Comparable Growth Measures | Assure that it is possible for a principal to earn each point, including 0, for SLOs in the Growth subcomponent scoring range. Checked

7.6) Assurances -- Comparable Growth Measures | Assure that processes are in place to monitor SLOs to ensure rigor and comparability across classrooms. Checked

8. Local Measures (Principals)

Created Monday, September 17, 2012

Updated Friday, January 11, 2013

Page 1

Locally-Selected Measures of Student Achievement or Growth

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-5	(d) measures used by district for teacher evaluation	NYS Grade 4 Science Assessment
K-6	(d) measures used by district for teacher evaluation	NYS Grade 4 Science Assessment
4-6	(d) measures used by district for teacher evaluation	NYS Grade 4 Science Assessment
6-8	(d) measures used by district for teacher evaluation	NYS Grade 8 Science Assessment
7-8	(d) measures used by district for teacher evaluation	NYS Grade 8 Science Assessment
9-12	(d) measures used by district for teacher evaluation	Integrated Algebra Regents
9-12	(d) measures used by district for teacher evaluation	Living Environment Regents

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.

<p>Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.</p>	<p>HEDI Points will be allocated to a teacher based on % of students scoring proficient or better on the final assessment (For the NYS Assessment it will be % of student achieving 3 or 4. For Regents Assessments proficiency will be measured by % of students achieve 65 or better).</p> <p>In the case that value added is approved this will be changed to a 15 point scale, which is uploaded in 8.1</p>
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For grades 9-12 please see the attached HEDI scales.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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/5366/177950-qBFVOWF7fC/WAA HEDI Bands Appendix_15 point scale.pdf

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

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

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

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

- (a) student achievement levels on State assessments in ELA and/or Math in Grades 4-8 (e.g., percentage of students in the school whose performance levels on State assessments are proficient or advanced)
- (b) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students in each specific performance level (e.g., Level 1, Level 2)
- (c) student growth or achievement on State assessments in ELA and/or Math in Grades 4-8 for students with disabilities and English Language Learners in Grades 4-8
- (d) student performance on any or all of the district-wide locally selected measures approved for use in teacher evaluations
- (e) four, five and/or six-year high school graduation and/or dropout rates for principals employed in a school with high school grades
- (f) percentage of students who earn a Regents diploma with advanced designation and/or honors for principals employed in a school with high school grades
- (g) percentage of a cohort of students that achieve specified scores on Regents examinations and/or Department approved alternative examinations (including, but not limited to, Advanced Placement examinations, International Baccalaureate examinations, SAT II, etc.), for principals employed in a school with high school grades (e.g., the percentage of students in the 2009 cohort that scored at least a 3 on an Advanced Placement examination since entry into the ninth grade)
- (h) students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation and/or students' progress in passing the number of required Regents examinations for graduation, for principals employed in a school with high school grades
- (i) student learning objectives (only allowable for principals in programs/buildings without a Value-Added measure for the State Growth subcomponent). Used with one of the following assessments: State, State-approved 3rd party, or a District, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
K-3	(d) measures used by district for teacher evaluation	Acuity
K-3	(d) measures used by district for teacher evaluation	Wappingers Developed Grade 2 Math Assessment

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.	Principals will develop SLO's with pre and post assessments that will have an expected level of performance. Progress will be measured from the baseline assessment and individual growth targets will be set by the district. Students meeting or exceeding the individual targets will be counted and converted to a percent. The percent will be converted to HEDI.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	For our K-3 Building, there will be a schoolwide score based on 3rd grade performance on our Acuity Grade 3 Math Assessment combined with performance on the Wappingers developed grade 2 math assessment. 20 Points = 98-100% 19 Points = 94-97% 18 Points = 90-93%
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	17 Points = 88-89% 16 Points = 86-87% 15 Points = 83-85% 14 Points = 82% 13 Points = 81% 12 Points = 80% 11 Points = 79% 10 Points = 77-78% 9 Points = 75-76%
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	8 Points = 73-74% 7 Points = 70-72% 6 Points = 65-69% 5 Points = 60-64% 4 Points = 55-59% 3 Points = 50-54%
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	2 Points = 46-49% 1 Points = 41-45% 0 Points = 0-40%

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/5366/177950-T8MlGWUVm1/waa appr HEDI Bands appendix a1 121912_1.pdf

8.3) Locally Developed Controls

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

Wappingers CSD will be using growth targets based on percentile score for both General Ed students as well as SWD.

For General Ed students Wappingers CSD created a six level scale with the potential percentile score evenly distributed over levels 1 through 6.

For SWD in non-self contained courses Wappingers CSD created a nine level scale with the potential percentile score evenly distributed over levels 1 through 9.

For SWD in self contained courses Wappingers CSD created a twelve level scale with the potential percentile score distributed over levels 1 through 12.

For each of these target scenarios a student achieving level x on the pre assessment will be required to achieve a level of $x + 1$ on the post assessment except where the pre assessment achievement level is proficient or beyond, then the target score will be at least proficient on the post assessment.

8.4) Principals with More Than One Locally Selected Measure

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

For our K-3 and 9-12 Buildings we will be using two different assessments, each comprising a possible 10 out of 20 points. The scoring bands for either HEDI where multiple locally selected measures are required is the same.

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 Monday, September 17, 2012
Updated Wednesday, January 02, 2013

Page 1

9.1) Principal Practice Rubric

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

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

Multidimensional Principal Performance Rubric

(No response)

9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

Yes

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

(No response)

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

Broad assessment of principal leadership and management actions based on the practice rubric by the supervisor, a trained administrator or a trained independent evaluator. This must incorporate multiple school visits by supervisor, trained administrator, or trained independent evaluator, at least one of which must be from a supervisor, and at least one of which must be unannounced. [At least 31 points]	60
---	----

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

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

(No response)

9.3) Assurances -- Goals

Please check the boxes below (if applicable):

9.3) Assurances -- Goals Assure that if any points are assigned to goals, at least one goal will address the principal's contribution to improving teacher effectiveness based on one or more of the following: improved retention of high performing teachers; correlation of student growth scores to teachers granted vs. denied tenure; or improvements in proficiency rating of the principal on specific teacher effectiveness standards in the principal practice rubric.	(No response)
9.3) Assurances -- Goals Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance).	(No response)

9.4) Sources of Evidence (if applicable)

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

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

9.5) Survey Tool(s) (if applicable)

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

(No response)

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

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

9.6) Assurances

Please check all of the boxes below:

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

9.7) Process for Assigning Points and Determining HEDI Ratings

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

Sixty points of a principal's composite effectiveness score shall be based on multiple measures, using the criteria prescribed in 3012-c of the Education Law.

For all principals, the Assistant Superintendent for Administration shall conduct a minimum of two building visits each year. Each visit is valued at 20 points resulting in a total score for visitations which equals up to 40 points. The average of the total scores of all visitations conducted shall account for 40 of the 60 points. The visitation for Principal Professional Performance Review form is attached hereto as Appendix C1.

The Assistant Superintendent for Administration shall also conduct an annual conference. The annual conference shall account for 20 of the 60 points. The annual conference form is attached hereto as Appendix C2.

The Principal Professional Performance Review Summative Evaluation form is attached hereto as Appendix C3.

We understand that the final composite score must be a whole number.

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/5143/178009-pMADJ4gk6R/WCSD Appendix C All 12_5_2012.pdf

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

Highly Effective: Overall performance and results exceed standards.	Each Domain will be holistically scored according to the evidence observed for each domain. The performance of a Principal(s) in the highly effective range is highly accomplished in all of the following domains: 1. Shared vision of learning 2. School culture and instructional program 3. Safe, efficient, and effective learning environment 4. Community
---	---

	<p>5. Integrity, fairness, and ethics 6. Political, social, economic, legal, and cultural context The performance of a Principal(s) in the highly effective range is exemplary and consistently contributes to the success of the building, its faculty, students, staff, and community.</p>
<p>Effective: Overall performance and results meet standards.</p>	<p>The performance of a Principal(s) in the effective range is proficient in the following domains:</p> <ol style="list-style-type: none"> 1. Shared vision of learning 2. School culture and instructional program 3. Safe, efficient, and effective learning environment 4. Community 5. Integrity, fairness, and ethics 6. Political, social, economic, legal, and cultural context <p>Performance at this level demonstrates thorough knowledge and understanding of the needs of the building, its faculty, students, staff, and community.</p>
<p>Developing: Overall performance and results need improvement in order to meet standards.</p>	<p>The performance of a Principal(s) in the developing range is at a basic level in the following domains:</p> <ol style="list-style-type: none"> 1. Shared vision of learning 2. School culture and instructional program 3. Safe, efficient, and effective learning environment 4. Community 5. Integrity, fairness, and ethics 6. Political, social, economic, legal, and cultural context <p>The performance at this level may require additional support in order to fully meet the needs of the building, its faculty, students, staff, and community.</p>
<p>Ineffective: Overall performance and results do not meet standards.</p>	<p>The performance of a Principal(s) in the ineffective range is at an unsatisfactory level in the following domains:</p> <ol style="list-style-type: none"> 1. Shared vision of learning 2. School culture and instructional program 3. Safe, efficient, and effective learning environment 4. Community 5. Integrity, fairness, and ethics 6. Political, social, economic, legal, and cultural context <p>The performance at this level requires intervention strategies.</p>

Please provide the locally-negotiated 60 point scoring bands.

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

9.8) School Visits

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

Probationary Principals

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

Tenured Principals

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

10. Composite Scoring (Principals)

Created Monday, September 17, 2012

Updated Wednesday, January 02, 2013

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Standards for Rating Categories

Growth or Comparable Measures

Locally-selected Measures of

growth or achievement

Other Measures of Effectiveness

(Teacher and Leader standards)

Highly

Effective

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

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

Overall performance and results exceed ISLLC leadership standards.

Effective

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

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

Overall performance and results meet ISLLC leadership standards.

Developing

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

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

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

Ineffective

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

2012-13 where there is no Value-Added measure

Growth or Comparable Measures

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

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

18-20

18-20

Ranges determined locally--see below

91-100

Effective

9-17

9-17

75-90

Developing

3-8

3-8

65-74

Ineffective

0-2

0-2

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

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

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

2012-13 where Value-Added growth measure applies

Growth or Comparable Measures

Locally-selected Measures of growth or achievement

Other Measures of Effectiveness

(60 points)

Overall

Composite Score

Highly Effective

22-25

14-15

Ranges determined locally--see above

91-100

Effective

10-21

8-13

75-90

Developing

3-9

3-7

65-74

Ineffective

0-2

0-2

0-64

11. Additional Requirements - Principals

Created Monday, September 17, 2012

Updated Friday, December 14, 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/5276/178013-Df0w3Xx5v6/WAA APPR PIP form 092612 appendix d.pdf](#)

11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

Appeals of annual professional performance reviews are limited to those that rate a principal as Ineffective only. In accordance with the law and regulations, a principal may only appeal the following in conjunction with his/her APPR: (1) the substance of the APPR; (2) the District's adherence to the standards and methodologies required for such reviews; and (3) the District's adherence to the regulations and compliance with any locally negotiated procedures, as well as the District's issuance and/or implementation of the terms of the Principal Improvement Plan (PIP). A principal may not file multiple appeals regarding the same performance review or PIP. All grounds for appeal must be raised with specificity within one appeal. Any grounds not raised at the time the appeal is filed

shall be deemed waived. In an appeal, the principal has the burden of demonstrating by a preponderance of the evidence a clear legal right to the relief requested and the burden of establishing the facts upon which relief is sought. All appeals must be submitted in writing to the Superintendent no later than 15 days from the date when the principal receives his/her PIP. In the event the principal is on an approved vacation at the time his/her PIP is issued, the 15-day period shall be extended by the period of the approved vacation not to exceed 10 days. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned. When filing an appeal, the principal must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan, and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered. A decision shall be rendered by the Superintendent of Schools. A written decision on the merits of the appeal shall be rendered no later than 30 days from the date upon which the principal filed his or her appeal. The appeal shall be based on a written record, comprised of the principal's appeal papers and any documentary evidence accompanying the appeal, as well as the District's response, if any, to the appeal and additional documentary evidence submitted with such papers. Should the District submit a response, a copy shall be provided to the principal and the principal shall be afforded seven days to submit a response. Such decision shall be final, except as provided for below. The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the principal's appeal. If the appeal is sustained, the Superintendent may set aside a rating, modify a rating, or order a new evaluation. A copy of the decision shall be provided to the principal and the evaluator or the person responsible for either issuing or implementing the terms of an improvement plan, if that person is different.

In the event a tenured principal receives and unsuccessfully appeals two consecutive Ineffective ratings, he/she may appeal the Superintendent's determination only in the event the District elects to pursue 3020-a charges based on pedagogical incompetence against the principal. In such event, the principal may appeal the Superintendent's determination of the second consecutive Ineffective rating within 15 days after the principal is served with the charges. The appeal shall be conducted by an arbitrator in accordance with the procedures outlined in the principals' collective bargaining agreement. The appeal to the arbitrator shall be conducted in a timely and expeditious manner consistent with the requirements of Education Law 3012-c. The sole issue before the arbitrator shall be whether or not the second consecutive Ineffective rating accurately reflected the principal's performance during the period it covered. This appeal procedure shall constitute the exclusive means for initiating, reviewing, and resolving any and all challenges and appeals related to a principal's performance review and/or improvement plan. A principal may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or principal improvement plan, except as otherwise authorized by law.

11.4) Training and Certification of Lead Evaluators and Evaluators

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

The Wappingers Central School District will ensure that all Lead Evaluators are properly trained and certified to complete an individual's APPR. Training will be conducted by certified Dutchess BOCES team personnel. Evaluator training will occur throughout the year at a duration as offered by Dutchess BOCES and as needed. Turn key training will also be provided for lead evaluators throughout the year.

This training will include the following Requirements for Lead Evaluator:

- New York State Teaching Standards and ISSLC Standards
- Evidenced based observation;
- Application and use of Student Growth Percentile and Value Added Growth Model data;
- Application and use of the state approved teacher or principal practice rubrics;
- Application and use of any assessment tools used to evaluate teachers and principals;
- Application and use of State -approved locally selected measures of student achievement;
- Use of Statewide Instructional Reporting System;
- Scoring methodology used to evaluate teachers and principals of ELLS and SWD.
- Specific consideration in evaluating teachers and principals of English language learners (ELLs") and students with disabilities.

The District will work with the Dutchess BOCES to ensure that lead evaluators maintain inter-rater reliability over time and that they are re-certified on an annual basis.

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	Checked
---	---------

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

11.7) Assurances -- Data

Please check all of the boxes below:

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

12. Joint Certification of APPR Plan

Created Monday, September 17, 2012

Updated Monday, January 14, 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/5581/178014-3Uqgn5g9Iu/WCSD Certification 1_14_2013.pdf](assets/survey-uploads/5581/178014-3Uqgn5g9Iu/WCSD%20Certification%201_14_2013.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.

Wappingers CSD

Value Add Building Score Conversion Chart to Comparable State Growth Measures:

State Provided Score: Value Add Conversion Score:

25	20
24	20
23	20
22	19
21	19
20	19
19	18
18	18
17	17
16	16
15	15
14	14
13	13
12	12
11	11
10	10
9	9
8	8
7	7
6	6
5	5
4	4
3	3
2	2
1	1
0	0

Points	Scale
15	97-100%
14	93-96%
13	89-92%
12	85-88%
11	81-84%
10	78-80%
9	76-77%
8	74-75%
7	72-73%
6	70-71%
5	65-69%
4	58-64%
3	51-57%
2	46-50%
1	41-45%
0	0-40%

**WAPPINGERS CENTRAL SCHOOL DISTRICT
Observation for Professional Performance Review
Teacher of Record**

Name: Building: Date of Observation:

Job Title: Tenured Probationary Year of Temporary

Subject Observed: Grade Level: Class Period/Time Observed:

Observer's Name: Observer's Job Title:

Announced Unannounced

*Please place a check in one box for each indicated area. Comments are required for each category.
The lesson plan for the activities observed must be attached to this form.*

DEFINITIONS:

Highly Effective – Exceeds standards (Value = 2.5 points)

Effective – Meets standards (Value = 2.25 points)

Developing – Needs improvement in order to meet standards (Value = 1 point)

Ineffective – Does not meet standards (Value = 0 points)

CONTENT KNOWLEDGE AND PREPARATION

THE TEACHER:

HIGHLY EFFECTIVE EFFECTIVE DEVELOPING INEFFECTIVE

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Displays current knowledge in the subject area. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Selects and communicates appropriate instructional goals. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Designs coherent instruction which includes appropriate content, materials and activities. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Lessons are differentiated for all learners. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Observer comments and/or expectations for improvement:

TOTAL: out of 10 points.

INSTRUCTION

THE TEACHER:

HIGHLY EFFECTIVE EFFECTIVE DEVELOPING INEFFECTIVE

- | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Provides feedback that is accurate and constructive to students. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Defines and teaches to instructional objectives clearly and accurately. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Engages students in learning using question and discussion techniques. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Demonstrates flexibility and responsiveness. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Observer comments and/or expectations for improvement:

TOTAL: out of 10 points.

CLASSROOM MANAGEMENT

THE TEACHER:

HIGHLY EFFECTIVE EFFECTIVE DEVELOPING INEFFECTIVE

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Emphasizes importance of content and communicates expectations clearly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Creates and enforces reasonable class rules that align with school rules and procedures. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. The classroom environment is structured to support learning. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Develops and maintains a respectful, positive rapport with students. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Observer comments and/or expectations for improvement:

TOTAL: out of 10 points.

[Type text]

6. Collaboration: *The teacher demonstrates professional responsibility and engages relevant stakeholders to maximize student growth, development, and learning.*

Highly Effective = 2.5	Effective = 2.25	Developing = 1	Ineffective = 0
How well does the teacher get along with his/her colleagues?			
<input type="checkbox"/> Consistently exhibits collaborative relationships with colleagues to meet the learning needs of students. Takes initiative to collaborate with professionals in the school community.	<input type="checkbox"/> Maintains collaborative relationships with colleagues to meet the learning needs of students. Is willing to share ideas with others.	<input type="checkbox"/> Develops cordial relationships with colleagues to meet the learning needs of students.	<input type="checkbox"/> Teacher's relationships with colleagues are minimal or are not positive.
How well does the teacher communicate with parents, students, community members?			
<input type="checkbox"/> Teacher provides frequent information as appropriate, about the instructional program and student progress. Response to parent concerns is handled sensitively, timely and effectively.	<input type="checkbox"/> Teacher provides information, as appropriate, about the instructional program and student progress. Responds to parent concerns in a timely and appropriate manner.	<input type="checkbox"/> Teacher communicates but offers limited information. Responds to parent concerns, although not always in a timely manner.	<input type="checkbox"/> Teacher provides inadequate information about student progress and his/her instructional program. Does not respond or ineffectively responds to parent concerns.

Comments:

7. Reflective and Responsive Practice: *The teacher sets informed goals and strives for continuous professional growth.*

Highly Effective = 2.5	Effective = 2.25	Developing = 1	Ineffective = 0
How aware is the teacher of current instructional "best practices"?			
<input type="checkbox"/> Teacher has extensive knowledge of best practices and consistently implements them in daily instruction. There is evidence of continuous self-evaluation for effectiveness.	<input type="checkbox"/> Teacher knows and effectively implements best practices on a daily basis.	<input type="checkbox"/> Teacher's knowledge and implementation of best practices into daily lesson planning is in the beginning stages of development.	<input type="checkbox"/> Teacher adheres to a rigid instruction plan and does not adapt lessons when needed.
How willing is the teacher to take responsibility for student learning and make adjustments to his/her own practice?			
<input type="checkbox"/> Teacher understands his/her role in student success and consistently engages in self-reflective practice that leads to a positive impact on student learning.	<input type="checkbox"/> Teacher often engages in self-reflective practice and is able to make adjustments that positively impact student learning.	<input type="checkbox"/> Teacher demonstrates a willingness to engage in self-reflection and make adjustments.	<input type="checkbox"/> Teacher rarely engages in self-reflection and does not accept responsibility for lack of student progress.

Comments:

**WAPPINGERS CENTRAL SCHOOL DISTRICT
Professional Growth Goal Setting Plan**

Name: Building(s):

Job Title: School Year:

Evaluator's Name: Evaluator's Job Title:

A. Goal: What Performance Areas are you targeting for growth?

B. Rationale: Why do you want to target this area?

C. Method: What is your plan of action?

D. Anticipated Results: How will this enhance your professional performance? What evidence will demonstrate that you have achieved your target for growth?

The following signatures are required as part of the approval process before the plan is implemented.

Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

This plan may be initiated any time after June 1 of the year prior to the school year in which it will be implemented. It must be completed and agreed upon by September 30 of the target year.

**WAPPINGERS CENTRAL SCHOOL DISTRICT
Professional Growth Plan Evaluation**

Name: Building(s):

Job Title: School Year:

Evaluator's Name: Evaluator's Job Title:

E. Evaluation: The following section is to be completed at the end of the target year, prior to the last work day.

Performance Improvement Target was:

- Fully Accomplished = 5 Substantially Accomplished = 4.5
 Partially Accomplished = 2 Not Accomplished = 0

Staff Member's Comments: _____

Staff Member's Signature _____ Date _____

EVALUATOR'S COMMENTS:

Evaluator's Signature _____ Date _____

15 Point Scale for 8.1

Points	Scale
15	97-100%
14	93-96%
13	89-92%
12	85-88%
11	81-84%
10	78-80%
9	76-77%
8	74-75%
7	72-73%
6	70-71%
5	65-69%
4	58-64%
3	51-57%
2	46-50%
1	41-45%
0	0-40%

Appendix A.4a

20% Locally-Selected Measures of Student Achievement
For Secondary Principals
of Senior High Schools

Integrated Algebra Regents (50% of 20 points)

Rating	% Achieving a Score of 65 to 100	Overall Value	Rounded Value
Highly Effective	96-100	10	10
Highly Effective	91-95	9.5	10
Highly Effective	86-90	9.0	9
Effective	81-85	8.5	9
Effective	76-80	8.0	8
Effective	72-75	7.5	8
Effective	68-71	7.0	7
Effective	64-67	6.5	7
Effective	60-63	6.0	6
Effective	58-59	5.5	6
Effective	56-57	5.0	5
Effective	53-55	4.5	5
Developing	50-52	4.0	4
Developing	44-49	3.5	4
Developing	38-43	3.0	3
Developing	31-37	2.5	3
Developing	26-30	2.0	2
Developing	21-25	1.5	2
Ineffective	16-20	1.0	1
Ineffective	11-15	0.5	1
Ineffective	0-10	0	0

The Integrated Algebra Regents shall comprise 50% of the locally-selected measure of student achievement in all senior high schools including Orchard View.

Appendix A.4b

20% Locally-Selected Measures of Student Achievement
For Secondary Principals
of Senior High Schools

Living Environment Regents (50% of 20 points)

Rating	% Achieving a Score of 65 to 100	Overall Value	Rounded Value
Highly Effective	96-100	10	10
Highly Effective	91-95	9.5	10
Highly Effective	86-90	9.0	9
Effective	81-85	8.5	9
Effective	76-80	8.0	8
Effective	72-75	7.5	8
Effective	68-71	7.0	7
Effective	64-67	6.5	7
Effective	60-63	6.0	6
Effective	58-59	5.5	6
Effective	56-57	5.0	5
Effective	53-55	4.5	5
Developing	50-52	4.0	4
Developing	44-49	3.5	4
Developing	38-43	3.0	3
Developing	31-37	2.5	3
Developing	26-30	2.0	2
Developing	21-25	1.5	2
Ineffective	16-20	1.0	1
Ineffective	11-15	0.5	1
Ineffective	0-10	0	0

The Living Environment Regents shall comprise 50% of the locally-selected measure of student achievement in all senior high schools including Orchard View.

We understand the final score must be a whole number.

**WAPPINGERS CENTRAL SCHOOL DISTRICT
PRINCIPAL PERFORMANCE APPRAISAL SYSTEM
WAPPINGERS ADMINISTRATORS ASSOCIATION**

APPENDIX A: HEDI SCORING BANDS FOR PRINCIPAL PROFESSIONAL PERFORMANCE REVIEW

Appendix A.1a			
20% Locally-Selected Measures of Student Achievement For Elementary Principals of Schools That Do Not Include Grade 4			
Acuity Created Grade 3 Math Assessment (50% of 20 points)			
Rating	% Achieving Growth Target	Overall Value	Rounded Value
Highly Effective	98-100	10	10
Highly Effective	94-97	9.5	10
Highly Effective	90-93	9	9
Effective	88-89	8.5	9
Effective	86-87	8	8
Effective	83-85	7.5	8
Effective	82	7	7
Effective	81	6.5	7
Effective	80	6	6
Effective	79	5.5	6
Effective	77-78	5	5
Effective	75-76	4.5	5
Developing	73-74	4	4
Developing	70-72	3.5	4
Developing	65-69	3	3
Developing	60-64	2.5	3
Developing	55-59	2	2
Developing	50-54	1.5	2
Ineffective	46-49	1	1
Ineffective	41-45	.5	1
Ineffective	0-40	0	0

The Acuity assessment shall comprise 50% of the locally selected measure of student achievement in all elementary schools that do not include grade 4.

Appendix A.1b			
20% Locally-Selected Measures of Student Achievement For Elementary Principals of Schools That Do Not Include Grade 4			
Wappingers Developed Grade 2 Math Assessment (50% of 20 points)			
Rating	% Achieving Growth Target	Overall Value	Rounded Value
Highly Effective	98-100	10	10
Highly Effective	94-97	9.5	10
Highly Effective	90-93	9	9
Effective	88-89	8.5	9
Effective	86-87	8	8
Effective	83-85	7.5	8
Effective	82	7	7
Effective	81	6.5	7
Effective	80	6	6
Effective	79	5.5	6
Effective	77-78	5	5
Effective	75-76	4.5	5
Developing	73-74	4	4
Developing	70-72	3.5	4
Developing	65-69	3	3
Developing	60-64	2.5	3
Developing	55-59	2	2
Developing	50-54	1.5	2
Ineffective	46-49	1	1
Ineffective	41-45	.5	1
Ineffective	0-40	0	0

The Wappingers Developed assessment shall comprise 50% of the locally selected measure of student achievement in all elementary schools that do not include grade 4.

We understand the final score must be a whole number.

**WAPPINGERS CENTRAL SCHOOL DISTRICT
Teacher Improvement Plan**

Name: _____ Building(s): _____ Date Plan Issued: _____

Job Title: _____ Tenured Probationary: Year _____ of _____ Temporary

Evaluator's Name: _____ Evaluator's Job Title: _____

Effective Dates of Plan: _____ to _____

I. Area(s) in need of improvement

II. Performance goals, expectations, benchmarks, standards, and timelines the teacher must meet in order to achieve an Effective rating

III. How improvement will be measured and monitored

IV. Appropriate differentiated professional development opportunities, materials, resources, and supports the District will make available to assist the teacher *

V. The specific anticipated frequency and duration of meetings of the teacher and administrator (and mentor, if one is assigned) to assess the effectiveness and appropriateness of this Plan in assisting the teacher to achieve the goals set forth in this Plan **

Signature(s)/Title of Administrator(s)

Date

Signature of Teacher

Date

* In the event the administrator(s) recommend coursework, any tuition costs or registration fees shall be borne by the District in their entirety.

** Based on the outcome, this Plan shall be modified accordingly.

**WAPPINGERS CENTRAL SCHOOL DISTRICT
VISITATION FOR PRINCIPAL PROFESSIONAL PERFORMANCE REVIEW**

Principal School School Year Visitation #

Assistant Superintendent Administration

Visit Date Announced Date of Pre-Visit Meeting Unannounced

Date of Post-Visit Meeting

DOMAIN 1 – SHARED VISION OF LEARNING

An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.

Highly Effective **Effective** **Developing** **Ineffective**
 10.67 10.13 9.24 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 2 – SCHOOL CULTURE AND INSTRUCTIONAL PROGRAM

An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

Highly Effective **Effective** **Developing** **Ineffective**
 11.33 10.80 9.82 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 3 – SAFE, EFFICIENT, and EFFECTIVE LEARNING ENVIRONMENT

An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

Highly Effective **Effective** **Developing** **Ineffective**
 8.00 7.60 6.93 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 4 – COMMUNITY

An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.

Highly Effective **Effective** **Developing** **Ineffective**
 6.00 5.76 5.20 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 5 – INTEGRITY, FAIRNESS, and ETHICS

An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.

Highly Effective **Effective** **Developing** **Ineffective**
 2.67 2.53 2.31 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 6 – POLITICAL, SOCIAL, ECONOMIC, LEGAL, AND CULTURAL CONTEXT

An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

Highly Effective **Effective** **Developing** **Ineffective**
 1.33 1.27 1.16 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

TOTAL SCORE: /40 Pts

VISITATION OVERALL RATING:

Visitation Scoring Bands	
Highly Effective	39.28 – 40.00
Effective	37.94 – 39.27
Developing	33.28 – 37.93
Ineffective	00.00 – 33.27

Asst Supt for Administration Signature: _____	Date: _____
Principal’s Signature: _____	Date: _____
<i>The principal’s signature indicates he/she has received a copy of this Visitation report. The Principal may submit a written response.</i>	

**WAPPINGERS CENTRAL SCHOOL DISTRICT
PRINCIPAL PERFORMANCE APPRAISAL SYSTEM
WAPPINGERS ADMINISTRATORS ASSOCIATION**

ANNUAL CONFERENCE FOR PRINCIPAL PROFESSIONAL PERFORMANCE REVIEW

Principal School School Year

Assistant Superintendent Administration

Annual Conference Date

DOMAIN 1 – SHARED VISION OF LEARNING

An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.

Highly Effective	Effective	Developing	Ineffective
<input type="checkbox"/> 5.33	<input type="checkbox"/> 5.07	<input type="checkbox"/> 4.62	<input type="checkbox"/> 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 2 – SCHOOL CULTURE AND INSTRUCTIONAL PROGRAM

An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

Highly Effective	Effective	Developing	Ineffective
<input type="checkbox"/> 5.67	<input type="checkbox"/> 5.40	<input type="checkbox"/> 4.91	<input type="checkbox"/> 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 3 – SAFE, EFFICIENT, and EFFECTIVE LEARNING ENVIRONMENT

An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

Highly Effective	Effective	Developing	Ineffective
<input type="checkbox"/> 4.00	<input type="checkbox"/> 3.80	<input type="checkbox"/> 3.47	<input type="checkbox"/> 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 4 – COMMUNITY

An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.

Highly Effective	Effective	Developing	Ineffective
<input type="checkbox"/> 3.00	<input type="checkbox"/> 2.88	<input type="checkbox"/> 2.60	<input type="checkbox"/> 0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 5 – INTEGRITY, FAIRNESS, and ETHICS

An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.

Highly Effective

1.33

Effective

1.27

Developing

1.16

Ineffective

0

Evidence/Comments (*Artifacts in support of domain may be attached*):

DOMAIN 6 – POLITICAL, SOCIAL, ECONOMIC, LEGAL, AND CULTURAL CONTEXT

An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

Highly Effective

.67

Effective

.63

Developing

.58

Ineffective

0

Evidence/Comments (*Artifacts in support of domain may be attached*):

TOTAL SCORE: /20 Pts

COMMENTS:

Appendices C2 & C3 will be evaluated through the lens of the MPPR rubric.

Asst Supt for Administration Signature: _____ Date: _____

Principal's Signature: _____ Date: _____

The principal's signature indicates he/she has received a copy of this Annual Conference report. The Principal may submit a written response.

**WAPPINGERS CENTRAL SCHOOL DISTRICT
PRINCIPAL PERFORMANCE APPRAISAL SYSTEM
WAPPINGERS ADMINISTRATORS ASSOCIATION**

SUMMATIVE EVALUATION FOR PRINCIPAL PROFESSIONAL PERFORMANCE REVIEW

Principal School School Year

Assistant Superintendent Administration

- ❖ Visitations (Average) /40 points
 - Visitation #1
 - Visitation #2
 - Visitation #3
 - Visitation #4

- ❖ Annual Conference /20 points

- ❖ **SUBTOTAL OTHER MEASURES OF EFFECTIVENESS** **/60 points**

- ❖ **Local Measure Score** **/20 points**

- ❖ **State Growth Score** **/20 points**

- ❖ **TOTAL COMPOSITE EFFECTIVENESS SCORE** **/100 points**

Appendices C2 & C3 will be evaluated through the lens of the MPPR rubric.

Rounding Rules will be used when combining the HEDI scores for principals such that the final HEDI score is a whole number.

PRINCIPAL’S OVERALL RATING:

- Highly Effective**
 Effective
 Developing
 Ineffective

Asst Supt for Administration Signature: _____ Date: _____

Principal’s Signature: _____ Date: _____

The principal’s signature indicates he/she has received a copy of this Summative Evaluation form. The Principal may attach a written response.

WAPPINGERS CENTRAL SCHOOL DISTRICT
PRINCIPAL PERFORMANCE APPRAISAL SYSTEM
WAPPINGERS ADMINISTRATORS ASSOCIATION

PRINCIPAL IMPROVEMENT PLAN

Name: Job Title: School:

Assistant Superintendent Administration: Date Plan Issued:

Effective Dates of Plan: From: To:

I. Area(s) in need of improvement

II. Performance goals, expectations, benchmarks, standards, and timelines the Principal must meet in order to achieve an Effective rating

III. How improvement will be measured and monitored

IV. Appropriate differentiated professional development opportunities, materials, resources, and supports the District will make available to assist the Principal *

V. The specific anticipated frequency and duration of meetings of the Principal and Assistant Superintendent (and mentor, if one is assigned) to assess the effectiveness and appropriateness of this Plan in assisting the Principal to achieve the goals set forth in this Plan **

Signature of Assistant Superintendent

Date

Signature of Principal

Date

* In the event the Assistant Superintendent for Administration recommends coursework, any tuition costs or registration fees shall be borne by the District in their entirety.

** Based on the outcome, this Plan shall be modified accordingly.

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:

Marco D. Pochontota 1/14/13

Teachers Union President Signature: Date:

1/14/13

Tarquela Dell. Lopez

Administrative Union President Signature: Date:

1/14/13

Al H

Board of Education President Signature: Date:

1/14/13

William