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

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October 13, 2015

**Revised**

Roberta Greene, Superintendent
Washingtonville Central School District
52 West Main St.
Washingtonville, NY 10992

Dear Superintendent Greene:

Congratulations. I am pleased to inform you that your Annual Professional Performance Review Plan (APPR) meets the criteria outlined in Education Law §3012-d and Subpart 30-3 of the Commissioner's Regulations and has been approved. 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-d, 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 Performance category and the Teacher Observation or Principal School Visits category, and/or if the teachers' or principals' overall ratings and subcomponent scores show little differentiation across educators and/or the lack of differentiation is not justified by equivalently consistent student achievement results, and/or if schools or districts show a pattern of anomalous results in the Student Performance category and/or the Observation/School Visits category.

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,

MaryEllen Elia
Commissioner

Attachment

c: William Hecht

NOTE:
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 Review
# Task 1. School District Information

Created: 01/31/2014
Last updated: 08/03/2015

For guidance related to Annual Professional Performance Review plans, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Task 1. School District Information

### Disclaimers

The Department will review the contents of each school district's/BOCES' Annual Professional Performance Review (APPR) plan as submitted using this online form, including required attachments, to determine if the plan rigorously complies with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. Department approval does not imply endorsement of specific educational approaches in a district's/BOCES' plan.

The Department reserves the right to request further information from a district/BOCES to monitor compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. As such, each district/BOCES is required to keep detailed records on file for each section of the currently implemented APPR plan. Such detailed records must be provided to the Department upon request. The Department reserves the right to disapprove or require modification of a district's/BOCES plan that does not rigorously adhere to the requirements of Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district/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 considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the APPR Plan approved by the Department. The Department also reserves the right to request further information from the school district/BOCES, as necessary, as part of its review of this plan.

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.

### 1.1) School District's BEDS Number: 440102060000

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

440102060000

### 1.2) School District Name: WASHINGTONVILLE CSD

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

WASHINGTONVILLE CSD

### 1.3) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that the content of this form represents the district's/BOCES' entire APPR plan and that the APPR plan is in compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. | Checked |
| Assure that a detailed version of the district's/BOCES' entire APPR plan is kept on file and that a copy of such plan will be provided to the Department upon request for review of compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. | Checked |
| Assure that this APPR plan will be posted on the district/BOCES website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall later occur. | Checked |
| Assure that it is understood that this district's/BOCES' APPR plan will be posted in its entirety on the NYSED website following approval. | Checked |

### 1.4) Submission Status

Is this a first-time submission under Education Law §3012-d or the submission of material changes to an APPR plan approved pursuant to Education Law §3012-d? For districts, BOCES or charter schools that did have an existing approved APPR plan under Education Law §3012-d, this must be listed as a submission of material changes to the approved APPR plan.

First-time submission under Education Law §3012-d

# Task 2. Student Performance - Required Subcomponent (Teachers)

Created: 01/31/2014
Last updated: 10/02/2015

**Use the links above to move between pages in Task 2; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete.**
For guidance on the Required subcomponent of the Student Performance category, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1: Task 2.1, Task 2.2 (4-8 ELA and Math)

**Page 1: Task 2.1 (Assurances) and Task 2.2 (4-8 ELA and Math)**

**REQUIRED SUBCOMPONENT**
**(100% of Student Performance category if only the Required subcomponent is used or at least 50% when used with the Optional subcomponent)**

> **(A) For a teacher whose course ends in a State-created or administered test for which there is a State-provided growth model and at least 50% of a teacher's students are covered under the State-provided growth measure, such teacher shall have a State-provided growth score based on such model.**
>
> **(B) For a teacher whose course does not end in a State-created or administered test or where less than 50% of the teacher's students are covered by a State-provided growth measure, such teacher shall have a Student Learning Objective (SLO) developed and approved by his/her superintendent or another trained administrator, using a form prescribed by the Commissioner, consistent with the SLO process determined or developed by the Commissioner, that results in a student growth score; provided that, for any teacher whose course ends in a State-created or administered assessment for which there is no State-provided growth model, such assessment must be used as the underlying assessment for such SLO.**

### 2.1) Assurances

Please check the boxes below:

| | |
|---|---|
| Assure that the growth score provided by NYSED will be used, where required. | Checked |
| Assure that back-up SLOs will be set by the superintendent or another trained administrator for all 4-8 ELA and Math teachers in the event that a State-provided growth score cannot be generated for that teacher. | Checked |
| For any grade/subject that requires a back-up SLO, but for which there are not enough students, not enough scores, or data issues that prevent a teacher-specific SLO from being created, the superintendent or another trained administrator shall develop a school-wide back-up SLO using available State/Regents assessments. | Checked |

### STATE-PROVIDED MEASURES OF STUDENT GROWTH

For teachers in grades 4 - 8 Common Branch, ELA, and Math, NYSED will provide a growth score and rating. That rating will incorporate students' academic history compared to similarly academically achieving students and takes into consideration 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. While most teachers of 4-8 Common Branch, ELA and Math will have State-provided scores and ratings, some may teach other courses where there is no State-provided growth measure. Teachers with 50 – 100% of students covered by State-provided growth measures will receive a growth score and rating from the State for the full Student Performance category of their evaluation. Teachers with 0 – 49% of students covered by State-provided growth measures must have SLOs for the Student Performance category of their evaluation and one SLO must use the State-provided measure if applicable for any courses. (See APPR Guidance and SLO Guidance for more detail on teachers with State-provided growth measures and SLOs.)

**For those teachers who would typically receive a State-provided growth score, the district/BOCES must also include a back-up SLO process in the event that there are not enough students, not enough scores, or data issues that prevent a State-provided growth score from being calculated for that teacher.**

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### 2.2) Grades 4-8 ELA and Math: Assessments

**Using the drop-down boxes below, please select the assessment that will be used for the back-up SLOs for the grade/subject listed.**

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.2, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a State assessment, i.e., 4-8 ELA or Math, such assessment must be used as the underlying evidence for the SLO.

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**Grade 4 ELA Assessment Name**

NYS Grade 4 ELA Assessment

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**Grade 5 ELA Assessment Name**

NYS Grade 5 ELA Assessment

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**Grade 6 ELA Assessment Name**

NYS Grade 6 ELA Assessment

---

**Grade 7 ELA Assessment Name**

NYS Grade 7 ELA Assessment

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**Grade 8 ELA Assessment Name**

NYS Grade 8 ELA Assessment

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**Grade 4 Math Assessment Name**

NYS Grade 4 Math Assessment

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**Grade 5 Math Assessment Name**

NYS Grade 5 Math Assessment

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**Grade 6 Math Assessment Name**

NYS Grade 6 Math Assessment

**Grade 7 Math Assessment Name**

NYS Grade 7 Math Assessment

**Grade 8 Math Assessment Name**

NYS Grade 8 Math Assessment

## Page 2: Task 2.3 (3 ELA and Math), Task 2.4 (4 and 8 Science)

### Page 2: Task 2.3 (3 ELA and Math) and Task 2.4 (4 and 8 Science)

### STUDENT LEARNING OBJECTIVES: Courses Ending with State Assessments or Regents Exams

SLOs are the required student performance measure for teachers who do not receive a State-provided growth score. (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 guidance on SLOs, see NYSED SLO Guidance: https://www.engageny.org/resource/appr-3012-d.

**For grade 3 ELA and math, grade 4 and 8 science, high school math, science, and social studies courses associated 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 for students taking such assessments: :**

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

### 2.3) Grade 3 ELA and Math: Assessments

**Using the drop-down boxes below, please select the assessment that will be used for the SLOs for the grade/subject listed.**

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.3, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a State assessment, i.e., grade 3 ELA or Math, such assessment must be used as the underlying evidence for the SLO.

**Grade 3 ELA Assessment Name**

NYS Grade 3 ELA Assessment

**Grade 3 Math Assessment Name**

NYS Grade 3 Math Assessment

### 2.4) Grades 4 and 8 Science: Assessment(s)

**Using the drop-down box below, please select the assessment that will be used for the SLOs for the grade/subject listed.**

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.4, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a State assessment, i.e., grade 8 Science, such assessment must be used as the underlying evidence for the SLO.

**Grade 4 Science Assessment Name**

NYS Grade 4 Science Assessment

**Grade 8 Science Assessment Name**

NYS Grade 8 Science Assessment

## Page 3: Task 2.5 (HS Courses Ending in a Regents), Task 2.6 (HS ELA)

### Page 3: Task 2.5 (High School Courses Ending in a Regents Exam) and Task 2.6 (High School ELA)

### STUDENT LEARNING OBJECTIVES: Courses Ending with State Assessments or Regents Exams

SLOs are the required student performance measure for teachers who do not receive a State-provided growth score. (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 guidance on SLOs, see NYSED SLO Guidance: https://www.engageny.org/resource/appr-3012-d.

**For grade 3 ELA and math, grade 4 and 8 science, high school math, science, and social studies courses associated 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 for students taking such assessments:**

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

### 2.5) High School Courses Ending in a Regents Exam: Assessments

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

**Using the drop-down boxes below, please select the assessment that will be used for the SLOs for the grade/subject listed.**

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in task 2.5, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc. If a grade/subject ends in a Regents assessment, i.e., high school Regents courses, such assessment must be used as the underlying evidence for the SLO.

**Global 2 Assessment Name**

Global 2 Regents

**US History Assessment Name**

US History Regents

**Living Environment Assessment Name**

Living Environment Regents

**Earth Science Assessment Name**

Earth Science Regents

**Chemistry Assessment Name**

Chemistry Regents

**Physics Assessment Name**

Physics Regents

**Algebra I Assessment Name**

Common Core Algebra Regents

**Geometry Assessment Name**

Common Core Geometry Regents

**Algebra II/Trigonometry Assessment Name**

Common Core Algebra II Regents and Algebra II/Trigonometry Regents

### STUDENT LEARNING OBJECTIVES: High School English Language Arts

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (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 high school English Language Arts, the following must be used as the evidence of student learning within the SLO:**

- State assessments (or Regents or Regent equivalents), required in at least one year of high school English Language Arts

*For grade levels where the Regents exam is not used:*

- District-determined assessments from list of State-approved 3rd party assessments; or
- State-approved district, regional or BOCES-developed assessments; or
- School- or BOCES-wide, group, team, or linked results based on State/Regents assessments

### 2.6) High School English Language Arts Courses: Measures and Assessments

**Using the drop-down boxes below, please select the measure that will be used for SLOs for the grade/subject listed. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.**

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

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.6, choose "Not

Applicable" from the drop-down box. This would be appropriate if, for example, the district/ BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

**Grade 9 ELA Measure**

School- or BOCES-wide group, team, or linked results based on State/Regents assessment

**Indicate the assessment(s) used for the grade 9 ELA school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

Common Core English Regents

**Grade 10 ELA Measure**

School- or BOCES-wide group, team, or linked results based on State/Regents assessment

**Indicate the assessment(s) used for the grade 10 ELA school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

Common Core English Regents

**Grade 11 ELA Measure**

Regents assessment

**Grade 11 ELA Regents Assessment Name**

Common Core English Regents

**Grade 12 ELA Measure**

School- or BOCES-wide group, team, or linked results based on State/Regents assessment

**Indicate the assessment(s) used for the grade 12 ELA school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

Common Core English Regents

## Page 4: Task 2.7 (K-2 ELA and Math)

### Page 4: Task 2.7 (K-2 ELA and Math)

### STUDENT LEARNING OBJECTIVES: Courses without State Assessments or Regents Exams

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (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 other grades/subjects: district-determined assessments from options below may be used as evidence of student learning within the SLO:**

- State-approved non-traditional standardized 3rd party assessments (grades K-2)
- State-approved district, regional or BOCES-developed assessments
- School- or BOCES-wide, group, team, or linked results based on State/Regents assessments

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### 2.7) Grade K-2 ELA and Math: Measures and Assessments

**Using the drop-down boxes below, please select the measure that will be used for SLOs for the grade/subject listed. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.**

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.7, choose "Not Applicable" from the drop-down 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; the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

**Grade K ELA Measure**

School, or BOCES group, team, or linked results based on State/Regents assessments

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**Indicate the assessment(s) used for the K ELA school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 3 ELA Assessment

NYS Grade 4 ELA Assessment

NYS Grade 5 ELA Assessment

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**Grade 1 ELA Measure**

School, or BOCES group, team, or linked results based on State/Regents assessments

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**Indicate the assessment(s) used for the 1 ELA school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 3 ELA Assessment

NYS Grade 4 ELA Assessment

NYS Grade 5 ELA Assessment

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**Grade 2 ELA Measure**

School, or BOCES group, team, or linked results based on State/Regents assessments

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**Indicate the assessment(s) used for the grade 2 ELA school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 3 ELA Assessment

NYS Grade 4 ELA Assessment

NYS Grade 5 ELA Assessment

**Grade K Math Measure**

School, or BOCES group, team, or linked results based on State/Regents assessments

**Indicate the assessment(s) used for the grade K math school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 3 Math Assessment

NYS Grade 4 Math Assessment

NYS Grade 5 Math Assessment

**Grade 1 Math Measure**

School, or BOCES group, team, or linked results based on State/Regents assessments

**Indicate the assessment(s) used for the grade 1 math school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 3 Math Assessment

NYS Grade 4 Math Assessment

NYS Grade 5 Math Assessment

**Grade 2 Math Measure**

School, or BOCES group, team, or linked results based on State/Regents assessments

**Indicate the assessment(s) used for the grade 2 math school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 3 Math Assessment

NYS Grade 4 Math Assessment

NYS Grade 5 Math Assessment

## Page 5: Task 2.8 (Grades 6-7 Science, 6-8 Social Studies), Task 2.9 (Global 1)

### Page 5: Task 2.8 (Grades 6-7 Science and 6-8 Social Studies) and Task 2.9 (Global Studies 1)

### STUDENT LEARNING OBJECTIVES: Courses without State Assessments or Regents Exams

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (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 other grades/subjects: district-determined assessments from options below may be used as evidence of student learning within the SLO:**

- State-approved 3rd party assessments
- State-approved district, regional or BOCES-developed assessments
- School- or BOCES-wide, group, team, or linked results based on State/Regents assessments

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### 2.8) Grades 6-7 Science and Grades 6-8 Social Studies: Measures and Assessments

**Using the drop-down boxes below, please select the measure that will be used for SLOs for the grade/subject listed. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.**

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.8, choose "Not Applicable" from the drop-down 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; the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

**Grade 6 Science Measure**

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

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**Indicate the assessment(s) used for the grade 6 science school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 8 Science Assessment

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**Grade 7 Science Measure**

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

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**Indicate the assessment(s) used for the grade 7 science school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 8 Science Assessment

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**Grade 6 Social Studies Measure**

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

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**Indicate the assessment(s) used for the grade 6 social studies school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 6 ELA Assessment

NYS Grade 7 ELA Assessment

NYS Grade 8 ELA Assessment

**Grade 7 Social Studies Measure**

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

**Indicate the assessment(s) used for the grade 7 social studies school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 6 ELA Assessment

NYS Grade 7 ELA Assessment

NYS Grade 8 ELA Assessment

**Grade 8 Social Studies Measure**

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

**Indicate the assessment(s) used for the grade 8 social studies school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

NYS Grade 6 ELA Assessment

NYS Grade 7 ELA Assessment

NYS Grade 8 ELA Assessment

### 2.9) Regents Global Studies 1: Measures and Assessments

Note: Additional high school social studies courses may be listed below in the “All Other Courses” section of this form. Once a measure is selected, a corresponding menu will appear for the selection of the name of the assessment(s) used.

**Using the drop-down boxes below, please select the assessment that will be used for SLOs for the grade/subject listed.**

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.9, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

**Global 1 Measure**

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

**Indicate the assessment(s) used for the Global 1 school, or BOCES group, team, or linked results based on State assessments:**

**Responses Selected:**

Global 2 Regents

## Page 6: Task 2.10 (All Other Courses), Tasks 2.11-2.14

**Page 6: Task 2.10 (All Other Courses), Task 2.11 (HEDI Scoring Bands), Task 2.12 (Teachers with More Than One Growth**

**Measure), Task 2.13 (Assurances) and Task 2.14 (Use of the Optional Subcomponent and Student Performance Category Weighting)**

## 2.10) All Other Courses

Fill in, as applicable, for all other teachers in additional grades/subjects that have SLOs. 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".

**For "All Other Courses" indicate the following:**

- **Column 1: lowest grade that corresponds to the course**
- **Column 2: highest grade that corresponds to the course**
- **Column 3: subject of the course**
- **Column 4: measure used**
- **Once a measure is selected, a corresponding menu will appear for the selection of the name(s) of the assessment(s) used.**

**To designate "All Courses Not Named Above":**
**lowest grade = K, highest grade = 12, subject = All Courses Not Named Above**

*To list specific courses, follow the examples below*
K-3 Art:

- lowest grade = K
- highest grade = 3
- subject = Art
- measure = State-approved district, regional, or BOCES developed assessment
- assessment = District A-developed K-3 Art Assessment

Grades 9 - 12 English Electives:

- lowest grade = 9
- highest grade = 12
- subject = English Electives
- measure = School- or BOCES-wide group, team, or linked results based on State/Regents assessment
- assessment = Common Core English Regents

**Other Courses #1 Grade(s), Subject and Measure**

| | LOWEST GRADE | HIGHEST GRADE | SUBJECT | MEASURE |
|---|---|---|---|---|
| | K | 12 | All courses not named above | State or Regents assessment |

**Other Courses #1 Regents Assessment Name**

Common Core English Regents

**No Responses Selected**

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 Scoring Bands

| Highly Effective | | | Effective | | | Developing | | Ineffective | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 97-100% | 93-96% | 90-92% | 85-89% | 80-84% | 75-79% | 67-74% | 60-66% | 55-59% | 49-54% | 44-48% | 39-43% | 34-38% | 29-33% | 25-28% | 21-24% | 17-20% | 13-16% | 9-12% | 5-8% | 0-4% |

### 2.12) Teachers with More Than One Growth Measure

If educators have more than one State-provided growth score and rating, those scores and ratings will be combined into one score and HEDI rating for the Required Student Performance subcomponent provided by the Department. (Examples: Common branch teacher with State-provided measures for both ELA and Math in grade 4; middle school math teacher with both 7th and 8th grade math courses.)

If educators have more than one SLO (or a State-provided growth measure and an SLO), the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO (or in the State-provided growth measure and the SLO). For more information on teachers with more than one growth measure, please see NYSED APPR Guidance and NYSED SLO Guidance: https://www.engageny.org/resource/appr-3012-d.

### 2.13) Assurances

For guidance on SLOs and the development of back-up SLOs, please see NYSED APPR Guidance and NYSED SLO Guidance: https://www.engageny.org/resource/appr-3012-d.

| | |
|---|---|
| Assure that the teacher has an SLO or a back-up SLO, where applicable, consistent with the goal setting process developed by the Commissioner that results in a student growth score. | Checked |
| Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator. Such targets, as determined by the superintendent or another trained administrator, may only take the following characteristics into account: poverty, students with disabilities, English language learners status and prior academic history. | Checked |
| Assure that all growth targets are approved by the superintendent or another trained administrator. | Checked |
| Assure that any disagreement between parties regarding the content of the SLO, including the growth target, will be resolved by the superintendent or another trained administrator. | Checked |
| Assure that if a teacher's SLO is based on a small n size population and the district/BOCES chooses not to use the HEDI scoring bands listed in task 2.11, then the teacher's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in APPR Guidance. | Checked |
| Assure that processes are in place for the superintendent to monitor SLOs. | Checked |
| Assure that the final Student Performance category rating for each teacher will be determined using the weights and growth parameters specified in Subpart 30-3 of the Rules of the Board of Regents. | Checked |

### 2.14) Use of the Optional Subcomponent and Student Performance Category Weighting

- If the Optional subcomponent is not used, the Required subcomponent will comprise 100% of the Student Performance category.
- If the Optional subcomponent is used, the Required subcomponent must comprise at least 50% of the Student Performance category.

**Please indicate the use of the Optional subcomponent by making the appropriate selection below. Information related to the Optional subcomponent will be entered into Task 3.**

The Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

# Task 3. Student Performance - Optional Subcomponent (Teachers)

Created: 02/04/2014
Last updated: 08/14/2015

**Use the links above to move between pages in Task 3; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete.**
For guidance on the Optional subcomponent of the Student Performance measure, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1: Task 3.1

**Page 1: Task 3.1 (Use of the Optional Subcomponent of the Student Performance Category)**

**OPTIONAL SUBCOMPONENT**
**(Up to 50% of Student Performance category if selected)**

**Such second measure shall apply in a consistent manner, to the extent practicable, across all classrooms in the same grade/subject in the district/BOCES and be either:**

> **(A) a second State-provided growth score on a State-created or administered test; provided that the State-provided growth measure is different than that used in the Required subcomponent, or**
> **(B) a growth score based on a State-designed supplemental assessment, calculated using a State-provided or approved growth model.**

### 3.1) Use of the Optional Subcomponent of the Student Performance Category

**Please indicate the use of the Optional subcomponent by making the appropriate selection below.**

- **If the Optional subcomponent WILL be used, please fill out tasks 3.2-3.12 by using the "Next" button to move through each task.**

The Optional subcomponent WILL NOT be used in the Student Performance category for any teacher.

# Task 4. Teacher Observation Category

Created: 02/06/2014
Last updated: 09/17/2015

**Please note, within this section, task 4.1 may contain the rubric selection(s) from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed.**
** Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

For guidance on the Teacher Observation category, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1

### 4.1) Teacher Practice Rubric

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

If your district/BOCES is using an additional rubric, please select the rubric from the second menu below. If your district/BOCES will not use a second rubric, please select "N/A" from the end of the drop-down menu. (Note: Any district/BOCES may use multiple rubrics, as long as the same rubric is used for all classroom teachers in a grade/subject across the district/BOCES.)

**Rubric 1**

Danielson's Framework for Teaching (2011 Revised Edition)

**Rubric 2**

N/A

### 4.2) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that all observable NYS Teaching Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual observations. | Checked |
| Assure that the process for assigning points for the Teacher Observation category will be in compliance with the locally-determined subcomponent weights and overall Observation category score and rating based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents. | Checked |
| Assure that the same rubric(s) is used for all classroom teachers in a grade/subject across the district/BOCES; provided that districts/BOCES may locally determine whether to use different rubrics for teachers who teach different grades and/or subjects during the school year. | Checked |
| Assure that the same rubric(s) is used for all observations of a classroom teacher across the observation types in a given school year. | Checked |

### 4.3) Process for Weighting Rubric Domains/Subcomponents

Please describe the process for weighting the observable domains/subcomponents of the chosen practice rubric (e.g., All observable components will be weighted equally and averaged). For guidance on the Teacher Observation category, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

The Washingtonville Teachers Association and the administration met to assure that all observable domains will be weighted equally and averaged.

### 4.4) Calculating Observation Ratings

Please check the boxes below:

| | |
|---|---|
| Assure that each set of observations (by supervisor/other trained administrator, independent, or peer) will be completed using the selected practice rubric, producing an overall score between 1 and 4. The overall weighted observation score will then be converted into a HEDI rating using the chart shown below. | Checked |
| Assure that once all observations are complete, the different types of observations will be combined using a weighted average consistent with the weights specified in task 4.5 below, producing an overall Observation category score between 0 and 4. In the event that a teacher earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned. | Checked |

**Teacher Observation Scoring Bands**

| | **Overall Observation Category Score and Rating** | |
|---|---|---|
| | *Minimum* | *Maximum* |
| **H** | 3.5 to 3.75 | 4.0 |
| **E** | 2.5 to 2.75 | 3.49 to 3.74 |
| **D** | 1.5 to 1.75 | 2.49 to 2.74 |
| **I** | 0 | 1.49 to 1.74 |

Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Highly Effective | 3.50 | 4.00 |
| | | |
| Effective | 2.50 | 3.49 |
| | | |
| Developing | 1.50 | 2.49 |
| | | |
| Ineffective | 0.00 | 1.49 |

### 4.5) Teacher Observation Subcomponent Weighting

**Required Subcomponents:**

**- Observations by Principal(s) or Other Trained Administrators: At least 80% of the Teacher Observation category score**

**- Observations by Impartial Independent Trained Evaluator(s): At least 10%, but no more than 20% of the Teacher Observation category score**

**Optional Subcomponent:**

**- Observations by Trained Peer Observer(s): No more than 10% of the Teacher Observation category score when selected**

**Please be sure the total of the weights indicated equals 100%**

| | Principal - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Indicate the weighting of each subcomponent: | 80% | 20% | N/A |

### 4.6) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that independent evaluator(s) are not employed in the same school building, as defined by BEDS code, as the teacher(s) they are evaluating. | Checked |
| Assure that, if observations are being conducted by trained peer observer(s), these teacher(s) received an overall rating of Effective or Highly Effective in the previous school year. | Checked |
| Assure that the following elements will not be used in calculating a teacher's Observation category score and rating: evidence of student development and performance derived from lesson plans, other artifacts of teacher practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of teacher effectiveness. | Checked |
| Assure that the length of all observations for teachers will be conducted pursuant to the locally-determined durations. | Checked |
| Assure that independent evaluator(s) will be trained and selected by the district/BOCES. | Checked |
| Assure that peer observer(s), as applicable, will be trained and selected by the district/BOCES. | Checked |
| Assure that at least one of the required observations will be unannounced. | Checked |

### 4.7) Number of Observations

**Probationary Teachers**

Indicate the number of unannounced and announced observations for each observation type in the boxes below (e.g., minimum of 2, 5). If the Optional Peer Observation subcomponent will not be used, please indicate, "N/A".

| | Principal - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Unannounced | 0 | 1 | 0 |

| | | | |
|---|---|---|---|
| Announced | 2 | 0 | 0 |

**Tenured Teachers**

Indicate the number of unannounced and announced observations for each observation type in the boxes below (e.g., minimum of 2, 5). If the Optional Peer Observation subcomponent will not be used, please indicate, "N/A".

| | Principal - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Unannounced | 0 | 1 | 0 |
| Announced | 1 | 0 | 0 |

## 4.8) Observation Method

**Probationary Teachers**

| | Principal - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Will unannounced observations of teachers be done in person, by video, or both? | N/A | In Person | N/A |
| Will announced observations of teachers be done in person, by video, or both? | In Person | N/A | N/A |

**Tenured Teachers**

| | Principal - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Will unannounced observations of teachers be done in person, by video, or both? | N/A | In Person | N/A |
| Will announced observations of teachers be done in person, by video, or both? | In Person | N/A | N/A |

# Task 5. Overall Scoring (Teachers)

Created: 02/07/2014
Last updated: 08/14/2015

For guidance on APPR scoring, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1

### 5.1) Scoring Ranges

**Student Performance: HEDI ratings must be assigned based on the point distribution below.**

| | Overall Student Performance Category Score and Rating | |
|---|---|---|
| | *Minimum* | *Maximum* |
| **H** | 18 | 20 |
| **E** | 15 | 17 |
| **D** | 13 | 14 |
| **I** | 0 | 12 |

**Teacher Observation: HEDI ratings must be assigned based on locally-determined ranges consistent with the constraints listed below.**

| | Overall Observation Category Score and Rating | |
|---|---|---|
| | *Minimum* | *Maximum* |
| **H** | 3.5 to 3.75 | 4.0 |
| **E** | 2.5 to 2.75 | 3.49 to 3.74 |
| **D** | 1.5 to 1.75 | 2.49 to 2.74 |
| **I** | 0 | 1.49 to 1.74 |

### 5.2) Scoring Matrix for the Overall Rating

| | | Teacher Observation | | | |
|---|---|---|---|---|---|
| | | Highly Effective (H) | Effective (E) | Developing (D) | Ineffective (I) |
| Student Performance | Highly Effective (H) | H | H | E | D |
| | Effective (E) | H | E | E | D |
| | Developing (D) | E | E | D | I |
| | Ineffective (I) | D* | D* | I | I |

* If a teacher is rated Ineffective on the Student Performance category, and a State-designed supplemental assessment was included as an Optional subcomponent of the Student Performance category, the teacher can be rated no higher than Ineffective overall (see Education Law §3012-d (5)(a) and (7)).

### 5.3) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that each subcomponent and category score and rating and the Overall rating will be calculated pursuant to the requirements specified in Subpart 30-3 of the Rules of the Board of Regents. | Checked |
| Assure that it is possible to obtain a zero in each subcomponent. | Checked |
| Assure the overall rating determination for a teacher shall be determined according to the evaluation matrix. | Checked |
| Assure that a student will not be instructed, for two consecutive school years, by any two teachers of the same subject in the same school district who have received Ineffective ratings under Education Law §3012-d in the year immediately prior to the school year in which the student is placed in the teacher's classroom unless the district has received a waiver from the Department. | Checked |

# Task 6. Additional Requirements (Teachers)

Created: 02/07/2014
Last updated: 09/28/2015

**Please note, within this section, tasks 6.2 (improvement plan), 6.4 (appeals language) and 6.6 (training language) may contain information from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed. Additionally, task 6.6 must be modified to address training of independent evaluators and, as applicable, peer observers.**
** Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

For more information on the additional requirements for teachers, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1

### 6.1) Assurances: Teacher Improvement Plans

| | |
|---|---|
| Assure that the district/BOCES will formulate and commence implementation of a Teacher Improvement Plan (TIP) for all teachers who receive a Developing or Ineffective rating by October 1 following the school year for which such teacher's performance is being measured or as soon as practicable thereafter. | Checked |
| Assure that TIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, 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/BOCES. All TIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, must include:

1) identification of needed areas of improvement;
2) a timeline for achieving improvement;
3) the manner in which the improvement will be assessed; and, where appropriate,
4) differentiated activities to support a teacher's improvement in those areas.

For a list of supported file types, go to the Resources folder (above) and click Technical Tips. Please be sure to update a document with a form layout, with fillable spaces and not just a narrative.

https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49388/3992198-Df0w3Xx5v6/TIP%20Plan%20with%20Cover%20set%20for%20APPR%20for%202015.docx

### 6.3) Assurance: Appeals

Please check the box below:

| | |
|---|---|
| Assure the district/BOCES has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal. | Checked |

### 6.4) Appeals

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

(1) the substance of the annual professional performance review; which shall include the following:

(i) in the instance of a teacher rated Ineffective on the Student Performance category, but rated Highly Effective on the Observation category based on an anomaly, as determined locally;

(2) the school district's/BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d; and

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

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

Teacher Appeals Process for a Professional Performance Review Composite Rating

A. Burden of Proof

The teacher has the burden of proof and the burden of establishing the facts upon which he/she seeks relief.

B. Grounds for Appeal

Commissioner's Regulations §30-3

"Pursuant to section 3012-d of the Education Law, a teacher or 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; and/or

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.

4. In instances where the Student Performance and Observation categories produce anomalous results.

C. Time Frame for Filing an Appeal of the APPR Composite rating

1. All appeals must be submitted to the Office of Curriculum and Instruction in writing no later than October first.

2. The failure to file an appeal within these time frames shall be deemed a waiver of the right to appeal. The appeal shall be deemed abandoned.

D. What Needs to be in an Appeal

1. A detailed written description of the specific areas of disagreement over his/her APPR rating.

2. Any additional documents (materials) relevant to an appeal.

3. The APPR composite rating being challenged must be submitted with the appeal.

4. Any information not submitted at the time of the appeal is filed shall not be considered.

E. Time Frame for District Response

1. Within 15 days of the receipt of an appeal, the lead evaluator must submit a detailed written response to the appeal to the Office of Curriculum and Instruction.

2. The response must include any and all additional documents or written materials specific to the point(s) of disagreement that support the District’s response and are relevant to the resolution of the appeal.

3. Any such information that is not submitted at the time of the response is filed shall not be considered in the deliberations related to the resolution of the appeal.

4. The teacher initiating the appeal shall receive a copy of the response filed by the District and any and all additional information submitted with the response, at the same time the District files its response with the Office of Curriculum and Instruction.

F. Decision

1. A written decision on the appeal shall be rendered no later than 20 school days from the date upon which the teacher’s appeal is received by the Office of Curriculum and Instruction.

2. 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 to the appeal and additional documentary evidence submitted with such papers.

3. The decision shall be final.
4. 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.
5. If the appeal is sustained the reviewed may set aside a rating if it has been affected by substantial error or defect, modify a rating if it is affected by substantial error or defect or order a new evaluation if procedures have been violated.
6. A copy of the decision shall be provided to the teacher and the evaluator or the person responsible for issuing or implementing the terms of the improvement plan, if that person is different.

Teacher Appeals Process for an Improvement Plan

A. Burden of Proof

The teacher has the burden of proof and the burden of establishing the facts upon which he/she seeks relief.

B. Time Frame for Filing an Appeal of the Improvement Plan

1. All appeals challenging the result of a TIP determination must be submitted to the Office of Curriculum and Instruction in writing no later than 15 school days of the issuance of the receipt of the determination.
2. The failure to file an appeal within these time frames shall be deemed a waiver of the right to appeal. The appeal shall be deemed abandoned.

C. What Needs to be in an Appeal

1. A detailed written description of the specific areas of disagreement over the determination of his/her TIP
2. Any additional documents (materials) relevant to an appeal.

3. The TIP determination being challenged must be submitted with the appeal.
4. Any information not submitted at the time of the appeal is filed shall not be considered.

D. Time Frame for District Response

1. Within 15 days of the receipt of an appeal, the lead evaluator or the person who is responsible for the issuance and/or implementation of the terms of the TIP must submit a detailed written response to the appeal to the Office of Curriculum and Instruction.
2. The response must include any and all additional documents or written materials specific to the point(s) of disagreement that support the District's response and are relevant to the resolution of the appeal.
3. Any such information that is not submitted at the time of the response is filed shall not be considered in the deliberations related to the resolution of the appeal.
4. The teacher initiating the appeal shall receive a copy of the response filed by the District and any and all additional information submitted with the response, at the same time the District files its response wi the Office of Curriculum and Instruction.

E. Decision

1. A written decision on the appeal shall be rendered no later than 20 school days from the date upon which the teacher's appeal is received by the Office of Curriculum and Instruction.
2. 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 to the appeal and additional documentary evidence submitted with such papers.
3. The decision shall be final.
4. 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.
5. If the appeal is sustained the reviewed may set aside a rating if it has been affected by substantial error or defect, modify a rating if it is affected by substantial error or defect or order a new evaluation if procedures have been violated. A copy of the decision shall be provided to the teacher and the evaluator or the person responsible for issuing or implementing the terms of the improvement plan, if that person is

different.

6. A copy of the decision shall be provided to the teacher and the evaluator or the person responsible for issuing or implementing the terms of the improvement plan, if that person is different.

### 6.5) Assurance: Evaluators

| | |
|---|---|
| The district/BOCES assures that all evaluators will be properly trained and lead evaluators will be certified on the below elements prior to completing a teacher's evaluation. Note: independent observers and peer observers need only be trained on elements 1, 2, and 4 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 any other growth model approved by the Department as defined in section 30-3.2 of this Subpart

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

(5) Application and use of any assessment tools that the school district/BOCES utilizes to evaluate its classroom teachers

(6) Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the district/BOCES to evaluate its teachers

(7) Use of the Statewide Instructional Reporting System

(8) The scoring methodology utilized by the Department and/or the district/BOCES to evaluate a teacher under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the teacher's overall rating and their category ratings

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

### 6.6) Training of Lead Evaluators, Evaluators, Independent Observers, and Peer Observers and Certification of Lead Evaluators

Describe the process for training evaluators, including impartial and independent observers and peer observers, and certifying and re-certifying lead evaluators. Your description must include:

1) the process for training lead evaluators and evaluators, including impartial independent observers and peer observers,
2) the process for the certification and re-certification of lead evaluators,
3) the process for ensuring inter-rater reliability,
4) the nature (content) and the duration (how many hours, days) of such training.

All evaluators will be trained and all lead evaluators will be trained and certified by the Board of Education under the requirements prescribed in 30-3.10(b). Independent observers will receive training on the three requirements prescribed in 30-3.10(C).

All observers (in-district and independent observers) will receive training on an on-going basis throughout the year as part of regularly

scheduled meetings, The total amount of training will be approximately 15 hours. This training will culminate in having all evaluators (in-district and independent) take the Orange-Ulster BOCES Course for Lead Evaluators.

Each year, all new observers will be given the three day intensive training through Orange-Ulster BOCES on the required elements. In addition, they will receive training on Teachscape for the Danielson 2011 rubric which will culminate in the 6 hour exam to be initially calibrated. Once these things have been accomplished, their names will be provided to the Board of Education to be certified as evaluators and lead evaluators.

To insure-inter-rater reliability, The District uses the Teachscape Proficiency system. After approximately 15 hours of training in the observation process, each administrator was required to take and pass two three hour examinations on observations. As a result of passing the tests, the administrators were certified in the area of inter-rater reliability since they had to score a classroom teacher against a juried scoring rubric. This 6 hour process is repeated annually for all evaluators. They must successful complete the re-calibration assessment which compares their scores against master scorers. Upon the successful completion of all of the training, the Board of Education certifies the administrators as evaluators and lead evaluators. Outside independent evaluators must also participate in the annual recertification process to be Board of Education approved as an evaluator.

### 6.7) Assurances: Teacher Evaluation

Please check all of the boxes below:

| | |
|---|---|
| Assure that the district/BOCES shall compute and provide to the teacher their score and rating for the Student Performance category, if available, and for the Teacher Observation category 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 is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's performance is being measured. | Checked |
| Assure that the evaluation system will be used as a significant factor for employment decisions. | Checked |
| Assure that teachers will receive timely and constructive feedback as part of the evaluation process. | Checked |
| Assure that the following prohibited elements listed in Education Law §3012-d(6) are not being used as part of any teacher's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of teacher practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of teacher effectiveness; any district or regionally-developed assessment that has not been approved by the Department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner. | Checked |

### 6.8) Assurances: Assessments

Please check all of the boxes below:

| | |
|---|---|
| Assure that, where applicable, if students in Common Core courses are taking both the 2005 Learning Standards and Common Core versions of the Regents Assessment, then the district/BOCES will use the higher of the two scores to determine whether a student has met his/her growth target. | Checked |
| Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade. | Checked |
| Assure that individuals with vested interest in the outcome of their assessments are not involved, to the extent practicable, in the administration and scoring of those assessments. | Checked |

### 6.9) Assurances: Data

Please check all of the boxes below:

| | |
|---|---|
| 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 |
| Assure that the district/BOCES provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them. | Checked |
| Assure scores and ratings for all teachers will be reported to NYSED for each category, as well as the overall rating, as per NYSED requirements. | Checked |
| Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded. | Checked |
| Assure that procedures for ensuring data accuracy and integrity are being utilized. | Checked |

# Task 7. Student Performance – Required Subcomponent

Created: 02/10/2014
Last updated: 10/02/2015

For guidance on the Required subcomponent of the Student Performance category, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1

**REQUIRED SUBCOMPONENT**
**(100% of Student Performance category if only the Required subcomponent is used or at least 50% when used with Optional subcomponent)**

> **(A) For a principal in grades 4-8 ELA, math and/or high school courses with State or Regents assessments (or principals of programs with any of these assessments) who have at least 30% of his/her students covered under a State-provided growth measure, such principal shall have a State-provided growth score based on such model.**
>
> **(B) For a principal where less than 30% of his/her students are covered under the State-provided growth measure, such principal shall have a Student Learning Objective (SLO), consistent with the SLO process determined or developed by the Commissioner, that results in a student growth score; provided that, for any principal whose building or program includes courses that end in a State-created or administered assessment for which there is no State-provided growth model, such assessment must be used as the underlying assessment for such SLO.**

### 7.1) STATE-PROVIDED MEASURES OF STUDENT GROWTH

For principals with at least 30% of their students covered under a State-provided growth measure, such principal shall have a State-provided growth score based on such model. Please list the grade configurations of the school(s)/program(s) in your district/BOCES where it is expected that 30-100% of a principal's students are taking assessments with a State-provided growth, (e.g., K-5, PK-6, 6-8, 6-12, 9-12, etc.). For principals where less than 30% of their students are covered under a State-provided growth measure, such principals shall have a SLO consistent with a goal setting process determined or developed by the Commissioner that results in a student growth score; provided that for any teacher whose course ends in a State created or administered assessment for which there is no State-provided growth model, such assessment must be used as the underlying assessment for such SLO. (See Guidance for more detail on principals with State-provided measures and SLOs.)

**For those principals who would typically receive a State-provided growth score, the district/BOCES must also include a back-up SLO process in the event that there are not enough students, not enough scores, or data issues that prevent a State-provided growth score from being calculated for that principal.**

Please list the grade configurations of the schools or principals where State-provided growth measures will apply (please list, e.g., K-5, PK-6, 6-8, 6-12, 7-12, 9-12). For each configuration, also indicate the measure and assessment(s) used for the back-up SLO.

**For each grade configuration indicate the following:**

- **Column 1: lowest grade that corresponds to the building or program**
- **Column 2: highest grade that corresponds to the building or program**
- **Use the checkboxes to indicate the State assessments or Regents exams used**

*Follow the examples below*
Grades K-6:

- lowest grade = K
- highest grade = 6

- assessments = NYS Grades 4-6 ELA and Math Assessments (check all)

Grades 7-12:

- lowest grade = 7
- highest grade = 12
- assessments = NYS Grades 7-8 ELA and Math Assessments and All Regents assessments which are used to generate the principal's State-provided growth score (check all)

## Grade Configuration #1

| | GRADE FROM | GRADE TO |
|---|---|---|
| | K | 5 |

### Grade Configuration #1 Assessment Name(s)

**Responses Selected:**

| |
|---|
| NYS Grade 4 ELA Assessment |
| NYS Grade 5 ELA Assessment |
| NYS Grade 4 Math Assessment |
| NYS Grade 5 Math Assessment |

**Responses Selected:**

| |
|---|
| Click to Add Another Configuration |

## Grade Configuration #2

| | GRADE FROM | GRADE TO |
|---|---|---|
| | 1 | 5 |

### Grade Configuration #2 Assessment Name(s)

**Responses Selected:**

| |
|---|
| NYS Grade 4 ELA Assessment |
| NYS Grade 5 ELA Assessment |
| NYS Grade 4 Math Assessment |
| NYS Grade 5 Math Assessment |

**Responses Selected:**

| |
|---|
| Click to Add Another Configuration |

## Grade Configuration #3

| | GRADE FROM | GRADE TO |
|---|---|---|

| | | |
|---|---|---|
| | 6 | 8 |

**Grade Configuration #3 Assessment Name(s)**

**Responses Selected:**

| |
|---|
| NYS Grade 6 ELA Assessment |
| NYS Grade 7 ELA Assessment |
| NYS Grade 8 ELA Assessment |
| NYS Grade 6 Math Assessment |
| NYS Grade 7 Math Assessment |
| NYS Grade 8 Math Assessment |

**Responses Selected:**

| |
|---|
| Click to Add Another Configuration |

## Grade Configuration #4

| | GRADE FROM | GRADE TO |
|---|---|---|
| | 9 | 12 |

**Grade Configuration #4 Assessment Name(s)**

**Responses Selected:**

| |
|---|
| All Regents assessments which are used to generate the principal's State-provided growth score |

**No Responses Selected**

## 7.1) Assurances

| | |
|---|---|
| Assure that the growth score provided by NYSED will be used, where required. | Checked |
| Assure that back-up SLOs will be set by the superintendent or another trained administrator for all principals who receive a State-provided growth score in the event that a State-provided growth score cannot be generated for that principal. | Checked |

## 7.2) STUDENT LEARNING OBJECTIVES

SLOs must be used 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 assessments 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. For guidance on SLOs, see NYSED SLO Guidance: https://www.engageny.org/resource/appr-3012-d. The district/BOCES must select the type of assessment that will be used with the SLO from the options below.

- If any grade/course in the building has a State-provided growth measure AND the principal must have SLOs because fewer than 30% of students in the building are covered, then the SLOs must begin first with the SGP results.
- Additional SLOs must then be set based on grades/subjects with State assessments for which there is no State-provided growth

measure, where applicable.

- If additional SLOs are necessary, principals must begin with the grade(s)/courses(s) that have the largest number of students using school-wide student results from one of the following assessment options:
    - State-approved 3rd party assessment; or
    - State-approved district, regional, or BOCES-developed assessment.

**For each grade configuration indicate the following:**

- **Column 1: lowest grade that corresponds to the building or program**
- **Column 2: highest grade that corresponds to the building or program**
- **Column 3: measure used**
- **Once a measure is selected, a corresponding menu will appear for the selection of the name(s) of the assessment(s) used.**

*Follow the example below*
Grades K-3:

- lowest grade = K
- highest grade = 3
- measure = State or Regents assessment
- assessment = NYS Grade 3 ELA Assessment and NYS Grade 3 Math Assessment

### Grade Configuration #1 Grades and Measure

| | GRADE FROM | GRADE TO | MEASURE |
|---|---|---|---|
| | | | |

**No Responses Selected**

### 7.3) HEDI Scoring Bands

| Highly Effective | | | Effective | | | Developing | | Ineffective | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 20 | 19 | 18 | 17 | 16 | 15 | 14 | 13 | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | 0 |
| 97-100% | 93-96% | 90-92% | 85-89% | 80-84% | 75-79% | 67-74% | 60-66% | 55-59% | 49-54% | 44-48% | 39-43% | 34-38% | 29-33% | 25-28% | 21-24% | 17-20% | 13-16% | 9-12% | 5-8% | 0-4% |

### 7.4) Principals with More Than One Growth Measure

If educators have more than one State-provided growth score and rating, those scores and ratings will be combined into one score and HEDI rating for the Required Student Performance subcomponent provided by the Department. (Examples: Principals of K-8 schools with growth measures for ELA and math grades 4-8.)

If educators have more than one SLO (or a State-provided growth measure and an SLO), the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO (or in the State-provided growth measure and the SLO). For more information on principals with more than one growth measure, please see NYSED APPR Guidance and NYSED SLO Guidance: https://www.engageny.org/resource/appr-3012-d.

### 7.5) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that the principal has an SLO or a back-up SLO, where applicable, consistent with the goal setting process developed by the Commissioner that results in a student growth score. | Checked |

| | |
|---|---|
| Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator. Such targets, as determined by the superintendent or another trained administrator, may only take the following characteristics into account: poverty, students with disabilities, English language learners status and prior academic history. | Checked |
| Assure that all growth targets are approved by the superintendent or another trained administrator. | Checked |
| Assure that any disagreement between parties regarding the content of the SLO, including the growth target, will be resolved by the superintendent or another trained administrator. | Checked |
| Assure that if a principal's SLO is based on a small n size population and the district/BOCES chooses not to use the HEDI scoring bands listed in task 7.3, then the principal's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in APPR Guidance. | Checked |
| Assure that processes are in place for the superintendent to monitor SLOs. | Checked |
| Assure that the final Student Performance category rating for each principal will be determined using the weights and growth parameters specified in Subpart 30-3 of the Rules of the Board of Regents. | Checked |

### 7.6) Student Performance Subcomponent Weighting

- If the Optional subcomponent is not used, the Required subcomponent will comprise 100% of the Student Performance category.
- If the Optional subcomponent is used, the Required subcomponent must comprise at least 50% of the Student Performance category.

**Please indicate the use of the Optional subcomponent by checking the box below. Information related to the Optional subcomponent will be entered into Task 8.**

The Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

# Task 8. Student Performance – Optional Subcomponent

Created: 02/10/2014
Last updated: 08/28/2015

**Use the links above to move between pages in Task 8; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete.**
For guidance on the Optional subcomponent of the Student Performance category, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1: Task 8.1

**Page 1: Task 8.1 (Use of the Optional Subcomponent of the Student Performance Category)**

**OPTIONAL SUBCOMPONENT**
**(Up to 50% of Student Performance category if selected)**

**Such second measure shall apply in a consistent manner, to the extent practicable, across all buildings with the same grade configuration or program in the district/BOCES and be either:**

> **(A) a second State-provided growth score on a State-created or administered test; provided that a different measure is used than that for the Required subcomponent in the Student Performance category, or**
> **(B) a growth score based on a State-designed supplemental assessment, calculated using a State-provided or approved growth model.**

### 8.1) Use of the Optional Subcomponent for Student Performance Measures

**Please indicate the use of the Optional subcomponent by making the appropriate selection below.**

- **If the Optional subcomponent WILL be used, please fill out tasks 8.2-8.4 by using the "Next" button to move through each task.**

The Optional subcomponent WILL NOT be used in the Student Performance category for any principal.

# Task 9. Principal School Visit Category

Created: 02/10/2014
Last updated: 10/09/2015

**Please note, within this section, task 9.1 may contain the rubric selection(s) from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed.**
** Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

For guidance on the Principal School Visit category, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1

### 9.1) Principal Practice Rubric

Select a 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.

If your district/BOCES is using an additional rubric, please select the rubric from the second menu below. If your district/BOCES will not use a second rubric, please select "N/A" from the end of the drop-down menu. (Note: Any district may use multiple rubrics, as long as the same rubric is used for all principals in the same or similar programs or grade configurations across the district.)

**Rubric 1**

Multidimensional Principal Performance Rubric

**Rubric 2**

N/A

### 9.2) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that all observable ISLLC 2008 Leadership Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual school visits. | Checked |
| Assure that the process for assigning points for the Principal School Visit category will be in compliance with the locally-determined subcomponent weights and overall School Visit category score and rating based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents. | Checked |
| Assure that the same rubric(s) is used for all principals in the same or similar programs or grade configurations across the district/BOCES; provided that districts/BOCES may locally determine whether to use different rubrics for a principal assigned to different grade level configurations or building types. | Checked |
| Assure that the same rubric(s) is used for all school visits for a principal across the school visit types in a given school year. | Checked |

### 9.3) Process for Weighting Rubric Domains/Subcomponents

Please describe the process for weighting the observable domains/subcomponents of the chosen practice rubric (e.g., All observable components will be weighted equally and averaged). For guidance on the Principal School Visit category, see NYSED APPR Guidance:

https://www.engageny.org/resource/appr-3012-d.

All observable domains will be weighted equally and averaged.

### 9.4) Calculating School Visit Ratings

Please check the boxes below:

| | |
|---|---|
| Assure that each set of school visits (by supervisor/other trained administrator, independent, or peer) will be completed using the selected practice rubric, producing an overall score between 1 and 4. The overall weighted school visit score will be converted into a HEDI rating using the chart shown below. | Checked |
| Assure that once all school visits are complete, the different types of school visits will be combined using a weighted average consistent with the weights specified in task 9.5 below, producing an overall School Visit category score between 0 and 4. In the event that a principal earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned. | Checked |

**Principal School Visit Scoring Bands**

| | **Overall School Visit Category Score and Rating** | |
|---|---|---|
| | *Minimum* | *Maximum* |
| **H** | 3.5 to 3.75 | 4.0 |
| **E** | 2.5 to 2.75 | 3.49 to 3.74 |
| **D** | 1.5 to 1.75 | 2.49 to 2.74 |
| **I** | 0 | 1.49 to 1.74 |

Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.

| | Minimum Rubric Score | Maximum Rubric Score |
|---|---|---|
| Highly Effective | 3.50 | 4.00 |
| | | |
| Effective | 2.50 | 3.49 |
| | | |
| Developing | 1.50 | 2.49 |
| | | |
| Ineffective | 0.00 | 1.49 |

### 9.5) Principal School Visit Subcomponent Weighting

**Required Subcomponents:**

**- School Visits by Supervisor(s) or other Trained Administrator(s): At least 80% of the Principal School Visit category score**

**- School Visits by Impartial Independent Trained Evaluator(s): At least 10%, but no more than 20% of the Principal School Visit category score**

**Optional Subcomponent:**

**- School Visits by Trained Peer Observer(s): No more than 10% of the Principal School Visit category score when selected**

**Please be sure the total of the weights indicated equals 100%**

| | Supervisor - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Indicate the weighting of each subcomponent: | 80% | 20% | N/A |

### 9.6) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that independent evaluator(s) are not employed in the same school building, as defined by BEDS code, as the principal(s) they are evaluating. | Checked |
| Assure that, if school visits are being conducted by trained peer observer(s), these principal(s) received an overall rating of Effective or Highly Effective in the previous school year. | Checked |
| Assure that the following elements will not be used in calculating a principal's school visit category score and rating: evidence of student development and performance derived from lesson plans, other artifacts of principal practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of principal effectiveness. | Checked |
| Assure that the length of all school visits for principals will be conducted pursuant to the locally-determined durations. | Checked |
| Assure that independent evaluator(s) will be trained and selected by the district/BOCES. | Checked |
| Assure that peer observer(s), as applicable, will be trained and selected by the district/BOCES. | Checked |
| Assure that at least one of the required school visits by the supervisor or trained administrator will be unannounced. | Checked |
| Assure that school visits will not be conducted via video. | Checked |

### 9.7) Number of School Visits

**Probationary Principals**

Indicate the number of unannounced and announced school visits for each school visit type in the boxes below (e.g., minimum of 2, 5). If the Optional Peer School Visit subcomponent will not be used, please indicate, "N/A".

| | Supervisor - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Unannounced | 0 | 1 | 0 |
| Announced | 2 | 0 | 0 |

**Tenured Principals**

Indicate the number of unannounced and announced school visits for each school visit type in the boxes below (e.g., minimum of 2, 5). If the Optional Peer School Visit subcomponent will not be used, please indicate, "N/A".

| | Supervisor - required | Independent Evaluator(s) - required | Peer Observer(s) - optional |
|---|---|---|---|
| Unannounced | 0 | 1 | 0 |
| Announced | 1 | 0 | 0 |

# Task 10. Overall Scoring (Principals)

Created: 02/10/2014
Last updated: 10/09/2015

For guidance on APPR scoring, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1

### 10.1) Scoring Ranges

**Student Performance: HEDI ratings must be assigned based on the point distribution below.**

| | Overall Student Performance Category Score and Rating | |
|---|---|---|
| | *Minimum* | *Maximum* |
| **H** | 18 | 20 |
| **E** | 15 | 17 |
| **D** | 13 | 14 |
| **I** | 0 | 12 |

**Principal School Visits: HEDI ratings must be assigned based on locally-determined ranges consistent with the constraints listed below.**

| | Overall School Visit Category Score and Rating | |
|---|---|---|
| | *Minimum* | *Maximum* |
| **H** | 3.5 to 3.75 | 4.0 |
| **E** | 2.5 to 2.75 | 3.49 to 3.74 |
| **D** | 1.5 to 1.75 | 2.49 to 2.74 |
| **I** | 0 | 1.49 to 1.74 |

### 10.2) Scoring Matrix for the Overall Rating

| | | Principal School Visit | | | |
|---|---|---|---|---|---|
| | | Highly Effective (H) | Effective (E) | Developing (D) | Ineffective (I) |
| Student Performance | Highly Effective (H) | H | H | E | D |
| | Effective (E) | H | E | E | D |
| | Developing (D) | E | E | D | I |
| | Ineffective (I) | D* | D* | I | I |

* If a principal is rated Ineffective on the Student Performance category, and a State-designed supplemental assessment was included as an Optional subcomponent of the Student Performance category, the principal can be rated no higher than Ineffective overall (see Education Law §3012-d (5)(a) and (7)).

### 10.3) Assurances

Please check all of the boxes below:

| | |
|---|---|
| Assure that each subcomponent and category score and rating and the Overall rating will be calculated pursuant to the requirements specified in Subpart 30-3 of the Rules of the Board of Regents. | Checked |
| Assure that it is possible to obtain a zero in each subcomponent. | Checked |
| Assure the overall rating determination for a principal shall be determined according to the evaluation matrix. | Checked |

# Task 11. Additional Requirements - Principals

Created: 02/10/2014
Last updated: 10/09/2015

**Please note, within this section, tasks 11.2 (improvement plan), 11.4 (appeals language) and 11.6 (training language) may contain information from your plan as it existed on June 2, 2015.* The remaining tasks in this section will not contain data from your previous plan and must be completed. Additionally, task 11.6 should be modified to address training of independent evaluators and, as applicable, peer observers.**
** Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

For guidance on additional requirements for principals, see NYSED APPR Guidance: https://www.engageny.org/resource/appr-3012-d.

## Page 1

### 11.1) Assurances: Improvement Plans

Please check the boxes below:

| | |
|---|---|
| Assure that the district/BOCES will formulate and commence implementation of a Principal Improvement Plan (PIP) for all principals who receive a Developing or Ineffective rating by October 1 following the school year for which such principal's performance is being measured or as soon as practicable thereafter. | Checked |
| Assure that PIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, 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 the school district/BOCES. All PIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, must include:

1) identification of needed areas of improvement;
2) a timeline for achieving improvement;
3) the manner in which the improvement will be assessed; and, where appropriate,
4) differentiated activities to support a principal's improvement in those areas.

For a list of supported file types, go to the Resources folder (above) and click Technical Tips. Please be sure to update a document with a form layout, with fillable spaces and not just a narrative.

https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49338/3992208-Df0w3Xx5v6/PRINCIPAL%20IMPROVEMENT%20PLAN%202015_8ykNL51.docx

### 11.3) Assurance: Appeals

Please check box below:

| | |
|---|---|
| Assure the district/BOCES has appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal. | Checked |

### 11.4) Appeals

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

(1) the substance of the annual professional performance review; which shall include the following:

(i) in the instance of a principal rated Ineffective on the student performance category, but rated Highly Effective on the school visit category based on an anomaly, as determined locally;

(2) the school district's/BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d; and

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

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

Appeals Process – Principals

A. Any principal who receives an ineffective rating on their annual composite APPR or a tenured principal who receives a developing HEDI rating shall be entitled to appeal their annual APPR rating, based upon a paper submission to the Superintendent of Schools or the Superintendent’s administrative designee, who shall be trained in accordance with the requirements of the statute and regulations and also possess either a SDA or SDL certification provided, however, in the event that the Superintendent or the Superintendent’s administrative designee served as an evaluator or lead evaluator, he or she shall not hear the appeal.

B. Grounds for Appeal

Commissioner's Regulations §30-3.12

"Pursuant to section 3012-d of the Education Law, a teacher or 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; and/or
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.
4. In instances where the Student Performance and Observation categories produce anomalous results.

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

D. An appeal of an APPR evaluation or a PIP must be commenced within ten (10) school days of the presentation of the receipt of the composite rating or the final document of the PIP to the principal, in the case of a tenured principal, and fifteen business days of the presentation of the Composite rating or the final document of the PIP to a probationary principal (extended by an additional period of up to 10 calendar days if he or she is going to be on a planned vacation during the 15 business days as referenced above) or else the right to appeal shall be deemed waived in all regards; provided, however, that in the case of the PIP appeal, there shall be a second fifteen business day period for a PIP appeal following the end of the PIP. In the event that the PIP has an ending date after June 1st, the time for appealing the PIP shall be extended until no later than the 10th day after classes begin during the September immediately following the last day of the PIP.

E. The Superintendent or the Superintendent’s administrative designee shall respond with a written answer granting the appeal and directing further administrative action, or a written answer denying the appeal. The Superintendent or the Superintendent’s administrative designee shall review the evidence underlying the observations of the principal along with other evidence submitted by the principal prior to rendering a decision. Such decision shall be made within fifteen business days of the receipt of the appeal. So long as the decision is made within the timeframe set forth in this paragraph, the decision of the Superintendent or the Superintendent’s administrative designee shall be final and binding in all regards and shall not be subject to review or arbitration before any administrative agency or in any court of law. If the Superintendent or the Superintendent's designee fails to issue a ruling within the time limits, the appeal will be considered sustained.

### 11.5) Assurance: Evaluators

| | |
|---|---|
| The district/BOCES assures that all evaluators will be properly trained and lead evaluators will be certified on the below elements prior to completing a principal's evaluation. Note: independent observers and peer observers need only be trained on elements 1, 2, and 4 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 any other growth model approved by the Department as defined in section 30-3.2 of this Subpart

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

(5) Application and use of any assessment tools that the school district/BOCES utilizes to evaluate its building principals

(6) Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the district/BOCES to evaluate its principals

(7) Use of the Statewide Instructional Reporting System

(8) The scoring methodology utilized by the department and/or the district/BOCES to evaluate a principal under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the principal's overall rating and their category ratings

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

### 11.6) Training of Lead Evaluators, Evaluators, Independent Observers, and Peer Observers and Certification of Lead Evaluators

Describe the process for training evaluators, including impartial and independent observers and peer observers, and certifying and re-certifying lead evaluators. Your description must include:

1) the process for training lead evaluators and evaluators, including impartial independent observers and peer observers,
2) the process for the certification and re-certification of lead evaluators,
3) the process for ensuring inter-rater reliability,
4) the nature (content) and the duration (how many hours, days) of such training.

All evaluators will be trained and all lead evaluators will be trained and certified by the Board of Education under the nine requirements prescribed in 30-3.10 of the Rules of the Board of Regents. Impartial independent observers will receive training on the three requirements prescribed in 30-3.10(c).

Training for all evaluators including impartial outside evaluators will be conducted by Orange-Ulster BOCES in a 6 hour annual training. Initial training for new lead evaluators is a three day training also done through the auspices of Orange-Ulster BOCES.

Inter-rater reliability will be maintained over time with the use of data analysis to detect disparities on the part of one or more evaluator, periodic comparisons of a lead evaluator's assessment with another evaluator's assessment of the same principal as well as annual

calibration session across all evaluators conducted by the Superintendent.

### 11.7) Assurances: Principal Evaluation

Please check all of the boxes below:

| | |
|---|---|
| Assure that the district/BOCES shall compute and provide to the principal their score and rating for the Student Performance category, if available, and for the Principal School Visit category 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, but in no case later than September 1 of the school year next following the school year for which the principal's performance is being measured. | Checked |
| Assure that the evaluation system will be used as a significant factor for employment decisions. | Checked |
| Assure that principals will receive timely and constructive feedback as part of the evaluation process. | Checked |
| Assure that the following prohibited elements listed in Education Law §3012-d(6) are not being used as part of any principal's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of principal practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of principal effectiveness; any district or regionally-developed assessment that has not been approved by the department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner. | Checked |

### 11.8) Assurances: Assessments

Please check all of the boxes below:

| | |
|---|---|
| Assure that, where applicable, if students in Common Core courses are taking both the 2005 Learning Standards and Common Core versions of the Regents Assessment, then the district/BOCES will use the higher of the two scores to determine whether a student has met his/her growth target. | Checked |
| Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade. | Checked |
| Assure that individuals with vested interest in the outcome of their assessments are not involved, to the extent practicable, in the administration and scoring of those assessments. | Checked |

### 11.9) Assurances: Data

Please check all of the boxes below:

| | |
|---|---|
| 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 |

| | |
|---|---|
| Assure that the district/BOCES provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them. | Checked |
| Assure scores and ratings for all principals will be reported to NYSED for each category, as well as the overall rating, as per NYSED requirements. | Checked |
| Assure that enrolled students in accordance with policies for student assignment to schools and may not be excluded. | Checked |
| Assure that procedures for ensuring data accuracy and integrity are being utilized. | Checked |

# Task 12. Joint Certification of APPR Plan

Created: 02/11/2014
Last updated: 10/09/2015

## Page 1

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. Please note that Review Room timestamps each revision and signatures cannot be dated earlier than the last revision.

https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49456/3992210-JbgOrIWgSl/Certification%20%233.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.

WASHINGTONVILLE CENTRAL SCHOOL DISTRICT

PRINCIPAL IMPROVEMENT PLAN

| (1) Area(s) in Need of Improvement | (2) Time Limit for Achieving Improvement | (3) Differentiated Activities to Support Improvement | (4) Manner of Assessment of Improvement |
|---|---|---|---|
| | | | |
| | | | |
| | | | |

_____ _____

Principal's Signature Date

_____ _____

Lead Evaluator's Signature Date

# Teacher Improvement Plan

The Teacher Improvement Plan (TIP) is intended to help teachers improve professionally. It is the District's goal that all teachers reach at least the level of Effective on the teacher observation form.

The TIP will become effective on the date noted on the plan. The Superintendent has designated the supervising administrator and the teacher to meet regularly at a mutually agreed upon schedule to discuss progress on meeting the standard for the areas of concern. The dates of the meetings will be listed on the TIP. The standard will be considered to have been met when the teacher has reached the level of Effective on the APPR document.

A final observation by the supervising administrator will be conducted before the last week of the TIP. A report will be sent to the Superintendent to confirm that the Teacher has reached the level of Effective.

# TEACHER IMPROVEMENT PLAN FOR TENURED AND NON-TENURED STAFF

Staff Member: _____ Plan Date: _____ End Date: _____

This form is a tool for communicating expectations and suggestions for improvement. This form is to be completed when the performance of the staff member is evaluated as not meeting District standards as set forth in the classroom observation form. A copy will be placed in the personnel file after it is completed and signed. A maximum of three areas in need of improvement may be addressed. This plan may not outline all areas of concern. Once the plan is completed additional areas may be addressed.

| **Areas in Need of Improvement** | **Support to be Provided/Differentiated activities to support improvement/ Professional Learning Activities the Educator must Complete where appropriate** | **Manner in which Improvement will be Assessed/Including artifacts that the teacher can produce to serve as indicators or benchmarks of progress and as evidence.** |
|---|---|---|
| Title, Letter, and Number | | |

**Meeting Dates: _____**

_____ _____

Supervising Administrator's Signature Date Staff Member's Signature Date

Staff member's signature only denotes receipt of the Plan Review

# Teacher Improvement Plan Review

This form is to be completed by the supervising administrator at the time set for the termination of the plan and submitted to the Superintendent.

| Areas not meeting District standards | Evaluation of the teacher's efforts to meet the standards | The administrator will choose one of the following:<br>1. The teacher met the standard.<br>2. The teacher showed improvement toward meeting the standard.<br>3. The teacher showed minimal improvement toward meeting the Standard.<br>4. The teacher showed no improvement in meeting the standard. |
|---|---|---|
| | | |
| 1. Statement by the teacher regarding achievement of standards. | | |
| 2. Statement by the administrator regarding achievement of standards. | | |

_____ _____

Administrator's Signature Date Staff Member's Signature Date

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

By signing this document, the school district or BOCES certifies that this document constitutes the district's or BOCES' complete Annual Professional Performance Review (APPR) Plan, that all provisions of the APPR that are subject to collective negotiations have been resolved pursuant to the provisions of Article 14 of the Civil Service Law and that such APPR Plan complies with the requirements of Education Law §3012-d and Subpart 30-3 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 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-d and Subpart 30-3 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-d and Subpart 30-3 of the Rules of the Board of Regents.

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that this APPR Plan is the district's or BOCES' complete APPR Plan and that such plan will be fully implemented by the school district or BOCES; that there are no collective bargaining agreements, memoranda of understanding, or any other agreements in any form that prevent, conflict, or interfere with full implementation of the APPR Plan; and that no material changes will be made to the Plan through collective bargaining or otherwise except with the approval of the Commissioner in accordance with Subpart 30-3 of the Rules of the Board of Regents.

The school district and its collective bargaining agent(s), where applicable, also acknowledge that if approval of this APPR Plan is rejected or rescinded for any reason, any State aid increases received as a result of the Commissioner's approval of this APPR Plan will be returned or forfeited to the State pursuant to Chapter 57 of the Laws of 2012 and/or 2013 and Education Law §3012-d(11), as applicable.

**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 review 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 shall compute and provide to the teacher/principal their score and rating on the Student Performance category, if available, for the Teacher Observation category or Principal School Visit Category for a teacher's or principal's annual professional performance review, in writing, no later than the last day of the school year for which the teacher or principal is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is measured
- Assure that the APPR Plan will be filed in the district office and made available to the public on the district's or BOCES' website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall later occur
- 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 category and subcomponent scores and the overall rating 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 Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter
- Assure that such improvement plan shall be developed by the superintendent or his/her designee in the exercise of

their pedagogical judgment

- Assure that all evaluators and lead evaluators, including independent evaluators and peer evaluators, as applicable, will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with all applicable statutes and regulations
- Assure that the district or BOCES has appeal procedures that are consistent with the statute and regulations and that they provide for the timely and expeditious resolution of an appeal
- Assure that, for teachers, all observable NYS Teaching Standards/Domains of the selected practice rubric are assessed at least a year across the total number of annual observations and, for principals, all observable ISLLC 2008 Leadership Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual school visits
- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including 0, for each subcomponent and that the district and BOCES shall ensure that the process by which weights and scoring ranges are assigned to subcomponents and categories is transparent and available to those being rated before the beginning of each school year
- Assure that if a second measure for the Student Performance category is locally selected, then the same locally selected measures of student growth across all classrooms in the same grade/subject in the district/BOCES must be used in a consistent manner to the extent practicable
- Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator.
- Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval by March 1 of each school year, on a form prescribed by the Commissioner, to the Commissioner for approval
- Assure that this APPR Plan applies to all classroom teachers and building principals as defined in the statute, regulations, and SED guidance
- Assure that the district or BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to Subpart 30-3 of the regulations
- Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by State or Federal law for each classroom or program of the grade does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for such classroom or program of the grade; and
- Assure that the amount of time devoted to test preparation under standardized testing conditions for each grade does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for such grade. Time devoted to teacher administered classroom quizzes or exams, portfolio reviews, or performance assessments shall not be counted towards the limits established by this subdivision. In addition, formative and diagnostic assessments shall not be counted towards the limits established by this subdivision and nothing in this subdivision shall be construed to supersede the requirements of a section 504 plan of a qualified student with a disability or Federal law relating to English language learners or the individualized education program of a student with a disability.

**Signatures, dates**

| Superintendent Signature: | Date: |
|---|---|
| Roberta L Grauer | 10/6/15 |

| Teachers Union President Signature: | Date: |
|---|---|
| [illegible] | 10/8/15 |

| Administrative Union President Signature: | Date: |
|---|---|
| [illegible] | 10-8-15 |

| Board of Education President Signature: | Date: |
|---|---|
| William Santos | 10/6/15 |