



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

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

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November 27, 2012

Charles Cutler, Superintendent  
Whitesville Central School District  
692 Main Street  
Whitesville, NY 14897

Dear Superintendent Cutler:

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

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

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

Thank you again for your hard work.

Sincerely,



John B. King, Jr.  
Commissioner

Attachment

c: Robert D. Olczak

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

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

# Annual Professional Performance Reviews: 2012-13

Created Monday, May 21, 2012

Updated Thursday, November 08, 2012

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## 1

### Disclaimers

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

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

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

### 1. SCHOOL DISTRICT INFORMATION

#### 1.1) School District's BEDS Number : 022101040000

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

*022101040000*

#### 1.2) School District Name: WHITESVILLE CSD

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

*WHITESVILLE CSD*

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

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

*Not applicable*

#### 1.4) Award Classification

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

*(No response)*

## 1.5) Assurances

Please check all of the boxes below:

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

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

*Re-submission to address deficiencies*

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

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

*Annual (2012-13)*

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

Created Friday, October 12, 2012

Updated Tuesday, November 27, 2012

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### Page 1

#### STATE-PROVIDED MEASURES OF STUDENT GROWTH

(25 points with an approved value-added measure)

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

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

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

#### 2.1) Assurances

Please check the boxes below:

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

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

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

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

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

If no State assessment or Regents exam exists:

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

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

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

State assessments, *required if one exists*

List of State-approved 3rd party assessments

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

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

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

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

## 2.2) Grades K-3 ELA

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

	ELA	Assessment
K	State-approved 3rd party assessment	Aimsweb
1	State-approved 3rd party assessment	TerraNova 3
2	State-approved 3rd party assessment	TerraNova 3

	ELA	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in

The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured

this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Teachers receiving this designation will have 95% or more of all the students reaching their target derived from baseline data.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 94%-77% of all students reaching their target derived from baseline data.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 76% and 59% of all students reaching their target derived from baseline data
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

### 2.3) Grades K-3 Math

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

	Math	Assessment
K	District, regional, or BOCES-developed assessment	Whitesville Developed Kindergarten Math Assessment
1	District, regional, or BOCES-developed assessment	Whitesville Developed 1 Grade Math Assessment
2	District, regional, or BOCES-developed assessment	Whitesville Developed 2 Grade Math Assessment

	Math	Assessment
3	State assessment	3rd Grade State Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Teachers receiving this designation will have 95% or more of all the students reaching their target derived from baseline data.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 94% and 77% of all students reaching their target derived from baseline data.

Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 76% and 59% of all students reaching their target derived from baseline data
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

## 2.4) Grades 6-8 Science

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
Highly Effective (18 - 20 points) Results are well-above state average for similar students (or District goals if no state test).	Teachers receiving this designation will have 95% or more of all the students reaching their target derived from baseline data.
Effective (9 - 17 points) Results meet state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 94% and 77% of all students reaching their target derived from baseline data.
Developing (3 - 8 points) Results are below state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 76% and 59% of all students reaching their target derived from baseline data.
Ineffective (0 - 2 points) Results are well-below state average for similar students (or District goals if no state test).	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

## 2.5) Grades 6-8 Social Studies

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers receiving this designation will have 95% or more of all the students reaching their target derived from baseline data.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers receiving this designation will have between 94% and 77% of all students reaching their target derived from baseline data
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers receiving this designation will have between 76% and 59% of all students reaching their target derived from baseline data
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data

## 2.6) High School Social Studies Regents Courses

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

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

		Assessment
Global 1	District, regional, or BOCES-developed assessment	Whitesville Developed 9th Grade Global 1 Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers receiving this designation will have 95% or more of all the students reaching their target derived from baseline data.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers receiving this designation will have between 94% and 77% of all students reaching their target derived from baseline data.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers receiving this designation will have between 76% and 59% of all students reaching their target derived from baseline data.
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

## 2.7) High School Science Regents Courses

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

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

	Science Regents Courses	Assessment
Living Environment	Regents Assessment	Regents assessment
Earth Science	Regents Assessment	Regents assessment
Chemistry	Regents Assessment	Regents assessment
Physics	Not applicable	Not applicable

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers receiving this designation will have 95% or more of all the students reaching their target derived from baseline data.

Effective (9 - 17 points) Results meet District goals for similar students.	Teachers receiving this designation will have between 94% and 77% of all students reaching their target derived from baseline data.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers receiving this designation will have between 76% and 59% of all students reaching their target derived from baseline data
Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

## 2.8) High School Math Regents Courses

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

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

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

## 2.9) High School English Language Arts

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

the English Regents assessment in at least one grade in Task 2.9 (9, 10, and/or 11).

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

	High School English Courses	Assessment
Grade 9 ELA	District, regional or BOCES-developed assessment	Whitesville Developed 9 Grade ELA Assessment
Grade 10 ELA	Not applicable	not applicable
Grade 11 ELA	Regents assessment	Grade 11 English New York State Regents Exam

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
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Ineffective (0 - 2 points) Results are well-below District goals for similar students.	Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

## 2.10) All Other Courses

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

Course(s) or Subject(s)	Option	Assessment
Technology	District, Regional or BOCES-developed	Whitesville Developed Technology Assessment
Music (High School Level Chorus)	District, Regional or BOCES-developed	Whitesville Developed High School Music Level Chorus Assessment
Studio Art	District, Regional or BOCES-developed	Whitesville Developed High School Studio Art Assessment
Middle Level PE	District, Regional or BOCES-developed	Whitesville Developed Middle Level Physical Education Assessment

Health 8	District, Regional or BOCES-developed	Whitesville Developed Grade 8 Health Assessment
Health 10	District, Regional or BOCES-developed	Whitesville Developed Grade 10 Health Assessment
AIS Reading	State-approved 3rd party assessment	Aimsweb
AIS Math	District, Regional or BOCES-developed	Whitesville Developed AIS Math Assessment
High School Level PE	District, Regional or BOCES-developed	Whitesville Developed High School Level PE Assessment
Middle Level Art	District, Regional or BOCES-developed	Whitesville Developed Middle Level Art Assessment
Business Administration	District, Regional or BOCES-developed	Whitesville Developed Business Administration Assessment
4th grade Technology (keyboarding)	District, Regional or BOCES-developed	Whitesville Developed Grade 4 Technology Assessment
Music (Middle Level Band)	District, Regional or BOCES-developed	Whitesville Developed Middle Level Band Music Assessment
High School Special Education	School/BOCES-wide/group/team results based on State	Based on High School Regents Data
Home and Careers (6 and 7th grades)	District, Regional or BOCES-developed	Whitesville Developed Grade 6 and Grade 7 Home and Careers Assessment
Spanish 9	District, Regional or BOCES-developed	Whitesville Developed Grade 9 Spanish Assessment
Spanish III	District, Regional or BOCES-developed	Whitesville Developed Spanish III Assessment
Pre-K ELA	District, Regional or BOCES-developed	Whitesville Developed Pre-Kindergarten ELA Assessment
Pre-K Math	District, Regional or BOCES-developed	Whitesville Developed Pre-Kindergarten Math Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 2.11, below.	The teacher and the principal will meet to set SLO growth targets. Each teacher's performance shall be measured against a Whitesville Central School District SLO target of 85% derived from baseline data. The SLO set by the teacher and the principal will not be the same measure set in the local achievement measure.
Highly Effective (18 - 20 points) Results are well-above District goals for similar students.	Teachers receiving this designation will have 95% or more of all the students reaching their target derived from baseline data.
Effective (9 - 17 points) Results meet District goals for similar students.	Teachers receiving this designation will have between 94% and 77% of all students reaching their target derived from baseline data.
Developing (3 - 8 points) Results are below District goals for similar students.	Teachers receiving this designation will have between 76% and 59% of all students reaching their target derived

from baseline data

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

Teachers receiving this designation will have between 58% and 0% of all students reaching their target derived from baseline data.

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

*(No response)*

## 2.11) HEDI Tables or Graphics

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

*assets/survey-uploads/5364/194646-TXEttx9bQW/SLO-Templat Final 2012.doc*

## 2.12) Locally Developed Controls

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

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

*Not Applicable*

## 2.13) Teachers with more than one growth measure

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

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

## 2.14) Assurances

Please check all of the boxes below:

2.14) Assurances | Assure the application of locally developed controls will be rigorous, fair, and transparent and only those used for State Growth will be used for Comparable Growth Measures. Checked

2.14) Assurances | Assure that use of locally developed controls will not have a disparate impact on underrepresented students in accordance with applicable civil rights laws. Checked

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

### 3. Local Measures (Teachers)

Created Friday, October 12, 2012

Updated Monday, November 26, 2012

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#### Page 1

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

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

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

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

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

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

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

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

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

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

Measures based on:

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

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

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

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

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

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

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

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

### 3.1) Grades 4-8 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	5) District, regional, or BOCES–developed assessments	Whitesville Developed 4th Grade ELA Assessment
5	5) District, regional, or BOCES–developed assessments	Whitesville Developed 5th Grade ELA Assessment

6	5) District, regional, or BOCES–developed assessments	Whitesville Developed 6th Grade ELA Assessment
7	5) District, regional, or BOCES–developed assessments	Whitesville Developed 7th Grade ELA Assessment
8	5) District, regional, or BOCES–developed assessments	Whitesville Developed 8th Grade ELA Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.	The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure as the growth target. See attached table
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 100%-95% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94%-79% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 78%-61% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this

for grade/subject.

designation will have between 60%-0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.2) Grades 4-8 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
4	5) District, regional, or BOCES—developed assessments	Whitesville Developed 4th Grade Math Assessment
5	5) District, regional, or BOCES—developed assessments	Whitesville Developed 5th Grade Math Assessment
6	5) District, regional, or BOCES—developed assessments	Whitesville Developed 6th Grade Math Assessment
7	5) District, regional, or BOCES—developed assessments	Whitesville Developed 7th Grade Math Assessment
8	5) District, regional, or BOCES—developed assessments	Whitesville Developed 8th Grade Math Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.3, below.

The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target.

Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 100%-95% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth

target.

Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94%-79% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 78%-61% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 60%-0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.3) HEDI Tables or Graphics

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

[assets/survey-uploads/5139/194688-rhJdBgDruP/HEDI Scoring Value Added.doc](#)

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

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

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

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

Measures based on:

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

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

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

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

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

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

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

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

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

### 3.4) Grades K-3 ELA

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	5) District, regional, or BOCES–developed assessments	Whitesville Developed Kindergarten ELA Assessment
1	5) District, regional, or BOCES–developed assessments	Whitesville Developed 1st Grade ELA Assessment
2	5) District, regional, or BOCES–developed assessments	Whitesville Developed 2nd Grade ELA Assessment
3	1) Change in percentage of student performance level on State assessments	Third Grade ELA New York State Assessment

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

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target.</p>
<p>Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.</p>
<p>Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94%-77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76%-59% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 58%-0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.</p>

### 3.5) Grades K-3 Math

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

	Locally-Selected Measure from List of Approved Measures	Assessment
K	5) District, regional, or BOCES–developed assessments	Whitesville Developed Kindergarten Math Assessment

1	5) District, regional, or BOCES–developed assessments	Whitesville Developed 1st Grade Math Assessment
2	5) District, regional, or BOCES–developed assessments	Whitesville Developed 2nd Grade Math Assessment
3	5) District, regional, or BOCES–developed assessments	Whitesville Developed 3rd Grade Math Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The teacher and the principal will meet to set their student achievement target. Each teacher’s performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher’s specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student’s scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target
Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Effective (9-17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94%-77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Developing (3 - 8 points) Results are below District -or BOCES-adopted expectations for growth or achievement for grade/subject.	A teacher receiving this designation will have between 76%-59% of all the stuThe teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76%-59% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 58%-0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growth target. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.6) Grades 6-8 Science

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	Not applicable	N/A
7	Not applicable	N/A
8	5) District, regional, or BOCES-developed assessments	Whitesville Developed 8th Grade Science Assessment

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.

The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this

for grade/subject.	designation will have between 94%-77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A teacher receiving this designation will have between 76%-59% of all the stuThe teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76%-59% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	A teacher receiving this designation will have between 75%-0% of all the stuThe teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 58%-0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.7) Grades 6-8 Social Studies

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

	Locally-Selected Measure from List of Approved Measures	Assessment
6	5) District, regional, or BOCES–developed assessments	Whitesville Developed 6th Grade Social Studies Assessment
7	Not applicable	N/A
8	5) District, regional, or BOCES–developed assessments	Whitesville Developed 8th Grade Social Studies Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A
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classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94%-77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76%-59% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 58% - 0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.8) High School Social Studies

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

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

Locally-Selected Measure from List of Approved Measures	Assessment
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Global 1	5) District, regional, or BOCES–developed assessments	Whitesville Developed 9th Grade Global 1 Assessment
Global 2	5) District, regional, or BOCES–developed assessments	Whitesville Developed Global 2 Assessment
American History	5) District, regional, or BOCES–developed assessments	Whitesville Developed American History Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94%-77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76%-59% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 58% - 0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growth targets reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.9) High School Science

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Living Environment	5) District, regional, or BOCES–developed assessments	Whitesville Developed Living Environment Assessment
Earth Science	5) District, regional, or BOCES–developed assessments	Whitesville Developed Earth Science Assessment
Chemistry	5) District, regional, or BOCES–developed assessments	Whitesville Developed Chemistry Assessment
Physics	Not applicable	NA

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.

The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target.

Highly Effective (18-20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76%-59% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Effective (9 - 17points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94%-77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 58% - 0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.10) High School Math

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Algebra 1	5) District, regional, or BOCES–developed assessments	Whitesville Developed Algebra 1 Assessment
Geometry	5) District, regional, or BOCES–developed assessments	Whitesville Developed Geometry Assessment
Algebra 2	5) District, regional, or BOCES–developed assessments	Whitesville Developed Algebra 2 Assessment

For High School Math: describe the district-adopted expectations for the level of growth or achievement needed for a teacher to earn each of the four HEDI rating categories and the process for assigning points within rating categories that ensures it is possible for a

teacher to earn any of the points in a scoring range, consistent with regulations and assurances.

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

<p>Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.</p>	<p>The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target.</p>
<p>Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.</p>
<p>Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94% - 77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.</p>
<p>Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76% - 57% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target..</p>
<p>Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.</p>	<p>The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 58% - 0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.</p>

### 3.11) High School English Language Arts

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

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

	Locally-Selected Measure from List of Approved Measures	Assessment
Grade 9 ELA	5) District, regional, or BOCES–developed assessments	Whitesville Developed 9th Grade ELA Assessment
Grade 10 ELA	Not applicable	N/A
Grade 11 ELA	3) Teacher specific achievement or growth score computed locally	New York State ELA Regents Exam

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.	The teacher and the principal will meet to set their student achievement target. Each teacher’s performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher’s specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student’s scores shall be excluded from any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target.
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.
Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94% - 77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets.

The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76% - 57% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target..

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 56%-0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

### 3.12) All Other Courses

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

Course(s) or Subject(s)	Locally-Selected Measure from List of Approved Measures	Assessment
Technology	5) District/regional/BOCES–developed	Whitesville Developed Technology Assessment
Music (HS Level Chorus)	5) District/regional/BOCES–developed	Whitesville Developed High School Level Chorus Ensemble Assessment
Studio Art	5) District/regional/BOCES–developed	Whitesville Developed Studio Art Vocabulary Assessment
Middle Level PE	5) District/regional/BOCES–developed	Whitesville Developed Middle Level Physical Education Vocabulary Assessment
Health 8	5) District/regional/BOCES–developed	Whitesville Developed 8th Grade Health Vocabulary Assessment
Health 10	5) District/regional/BOCES–developed	Whitesville Developed 10th Grade Health Vocabulary Assessment
AIS Reading	4) State-approved 3rd party	Aims web
AIS Math	5) District/regional/BOCES–developed	DWhitesville Developed AIS Math Computation Assessment
HS Level PE	5) District/regional/BOCES–developed	Whitesville Developed High School Level Physical Education Vocabulary Assessment

	ed	
Middle Level Art	5) District/regional/BOCES–develo ed	Whitesville Developed Middle Level Art Vocabulary Assessment
Business Administration	5) District/regional/BOCES–develo ed	Whitesville Developed Business Administration Vocabulary Assessment
4th Grade Technology (Keyboarding)	5) District/regional/BOCES–develo ed	Whitesville Developed 4th Grade Technology Vocabulary Assessment
Music (ML BAND)	5) District/regional/BOCES–develo ed	Whitesville Developed Middle Level Band Ensemble Assessment
HS Special Eucation	6(ii) School wide measure computed locally	Based on HS Regents Data
Home and Careers (7-8)	5) District/regional/BOCES–develo ed	Whitesville Developed 7th and 8th Grade Home and Careers Vocabulary Assessment
Spanish 9	5) District/regional/BOCES–develo ed	Whitesville Developed 9th Grade Spanish Vocabulary Assessment
Spanish III	5) District/regional/BOCES–develo ed	Whitesville Developed Spaininsh 3 Speaking and Listening Assessment
PK ELA	5) District/regional/BOCES–develo ed	Whitesville Developed PK ELA Retelling Assessment
Pk Math	5) District/regional/BOCES–develo ed	Whitesville Developed PK Math Counting and Cardinality Assessment

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

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

Use this box, if needed, to describe the general process for assigning HEDI categories for these grades/subjects in this subcomponent. If needed, you may upload a table or graphic at 3.13, below.

The teacher and the principal will meet to set their student achievement target. Each teacher's performance shall be measured against a Whitesville Central School District Student Learning Achievement target of 85%. A classroom teacher, as defined in Section 80-1.1 of NYS Education Law, will receive a student achievement target at the beginning of school year. This goal and a teacher's specific achievement target score shall be compared at the completion of the annual assessment period and a teacher-specific target of student achievement shall be calculated and scored according to the HEDI and locally determined rating scale set forth by the following descriptions. No student's scores shall be excluded from

any calculations. The student achievement target set by the teacher and the principal will not be the same measure in the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have 95% or more of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

Effective (9 - 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 94% - 77% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 76% - 57% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target..

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

The teacher and the principal will meet to set their student learning achievement target. A teacher receiving this designation will have between 56%-0% of all the students reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the SLO growthdents reaching their learning achievement targets. The student achievement target set by the teacher and principal will not be the same measure as the growth target.

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

*(No response)*

### 3.13) HEDI Tables or Graphics

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

*assets/survey-uploads/5139/194688-y92vNseFa4/SLO-Templat Final 2012\_1.doc*

### 3.14) Locally Developed Controls

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

N/A

### 3.15) Teachers with More Than One Locally Selected Measure

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

*A single sub-component score shall be derived by averaging two or more locally selected measures. Any such multiple measures shall be weighted equally.*

### 3.16) Assurances

Please check all of the boxes below:

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

## 4. Other Measures of Effectiveness (Teachers)

Created Friday, October 12, 2012

Updated Monday, November 26, 2012

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### Page 1

#### 4.1) Teacher Practice Rubric

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

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

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

*NYSUT Teacher Practice Rubric*

*Not Applicable*

#### 4.2) Points Within Other Measures

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

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

Is the following points assignment applicable to all teachers?

*Yes*

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

*(No response)*

Multiple (at least two) classroom observations by principal or other trained administrator, at least one of which must be unannounced [at least 31 points]	31
One or more observation(s) by trained independent evaluators	0
Observations by trained in-school peer teachers	0
Feedback from students using State-approved survey tool	0
Feedback from parents/caregivers using State-approved survey tool	0
Structured reviews of lesson plans, student portfolios and other teacher artifacts	29

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

(No response)

### 4.3) Survey Tools (if applicable)

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

(No response)

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

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

### 4.4) Assurances

Please check all of the boxes below:

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

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

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

*Whitesville Central School is using the NYSUT Rubric 2011 to measure teacher effectiveness. Each of the seven NYS Professional Teaching Standards in the rubric are to be measured each school year. No fewer than two elements from each of the seven standards will be annually measured. A classroom teacher will be measured for teacher effectiveness and shall receive a score between 0 and 60 points in this APPR sub component. The teacher shall receive a HEDI score of Highly Effective, Effective, Developing or Ineffective for this component.*

*The Following will be sources of evidence (for points) for measuring effective teaching:*

*1. Observation (multiple with at least on announce and one unannounced observation will account for at least 31 out of 60 points in this subcomponent)*

2. Portfolio Binders and artifacts

3. Professional Development activities and accomplishments

The rating for each standard shall be calculated by first averaging the indicators under each of the 7 elements to be measured as chosen by the teacher and evaluator at the beginning of the year, resulting in an element score. Next, the element scores under a single standard shall then be averaged resulting in a single standard score. The seven standard's scores will be averaged resulting in a single HEDI score between 1 and 4.

The teacher's measure of teacher effectiveness shall be rated according to the following:

Highly Effective: 3.5-4

Effective: 2.5-3.4

Developing: 1.5-2.4

Ineffective: 1.0-1.4

HEDI scores between 1-4 will result in a score of 0-60 (see attachment - page16conversionchart)

When calculating the overall 100 point composite score the rounding rule (.5 or higher will round up one whole number) leaving the final score in a whole number.

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

[assets/survey-uploads/5091/194824-eka9yMJ855/page 16 conversion chart.doc](#)

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

Highly Effective: Overall performance and results exceed NYS Teaching Standards.	Using the standards defined in the NYSUT rubric, a teacher must consistently perform at a level that exceeds the overall standards.
Effective: Overall performance and results meet NYS Teaching Standards.	Using the standards defined in the NYSUT rubric, a teacher consistently perform at a level that meets the overall standards.
Developing: Overall performance and results need improvement in order to meet NYS Teaching Standards.	Using the standards defined in the NYSUT rubric, a teacher's overall performance needs to improve in order to meet the standards in the rubrics.
Ineffective: Overall performance and results do not meet NYS Teaching Standards.	Using the standards defined in the NYSUT rubric, a teacher's overall performance consistently fails to meet the teaching standards.

Provide the ranges for the 60-point scoring bands.

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

#### 4.6) Observations of Probationary Teachers

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

By building principals or other trained administrators

4.6) Observations of Probationary Teachers   Formal/Long	3
4.6) Observations of Probationary Teachers   Informal/Short	0
4.6) Observations of Probationary Teachers   Enter Total	3

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
Informal/Short	0

Independent evaluators

Formal/Long	0
Informal/Short	0

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

- 
- In Person
- 

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

- 
- Not Applicable
- 

## 4.7) Observations of Tenured Teachers

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

By building principals or other trained administrators

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

By trained in-school peer teachers or other trained reviewers

Formal/Long	0
-------------	---

---

Informal/Short	0
----------------	---

---

Independent evaluators

---

Formal/Long	0
Informal/Short	0

---

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

- 
- In Person
- 

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

- 
- Not Applicable
-

# 5. Composite Scoring (Teachers)

Created Friday, October 12, 2012

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## Page 1

### **Standards for Rating Categories**

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

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

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

#### **Highly**

##### **Effective**

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

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

Overall performance and results exceed NYS Teaching Standards.

##### **Effective**

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

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

Overall performance and results meet NYS Teaching Standards.

##### **Developing**

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

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

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

##### **Ineffective**

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

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

Overall performance and results do not meet NYS Teaching Standards.

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

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

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

**Growth or Comparable Measures**

**Locally-selected Measures of**

**growth or achievement**

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

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

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

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

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

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**22-25**

**14-15**

**Ranges determined locally--see above**

**91-100**

**Effective**

**10-21**

**8-13**

**75-90**

**Developing**

**3-9**

**3-7**

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 6. Additional Requirements - Teachers

Created Friday, October 12, 2012  
Updated Friday, November 09, 2012

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## Page 1

### 6.1) Assurances -- Improvement Plans

Please check the boxes below:

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

### 6.2) Attachment: Teacher Improvement Plan Forms

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

[assets/survey-uploads/5265/194904-Df0w3Xx5v6/Appendix F Final 10.12.12.doc](#)

### 6.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

#### *Appeals Procedures*

*To the extent that any teacher wishes to appeal a performance review and/or improvement plan under this evaluation system, the law requires the establishment of an appeals procedure, the specifics of which are to be locally negotiated pursuant to article XIV of the Civil Service Law. The parties agree to reopen negotiations regarding the appeals process should either party request to do so.*

*A unit member shall have Association representation at any time during the appeal process upon the unit member's request.*

*A. Appeals of "ineffective" and "developing" ratings only*

*Appeals of annual professional performance reviews will be limited to those that rate a teacher's composite score as "ineffective" or "developing" only.*

*Ratings of "effective" may not be appealed, however a teacher may write a rebuttal to an effective rating. Such rebuttal will be attached to the APPR and placed in the teacher's personnel file.*

*B. What may be challenged in an appeal:*

*Appeal procedures should limit the scope of appeals under Education Law §3012-c to the following subjects:*

- a. The substance of the Annual Professional Performance Review.*
- b. The District's adherence to the standards and methodologies required for the Annual Professional Performance Review, pursuant to Education Law 3012-c and applicable rules and regulations.*
- c. The District's compliance with either the applicable regulations of the Commissioner of Education, or locally negotiated procedures.*
- d. The District's issuance and/or compliance with the terms of the Teacher Improvement Plan, where applicable, as required under Education Law §3012-c.*

*C. Prohibition against more than one appeal*

*A teacher may not file multiple appeals regarding the same performance review. All grounds for appeal must be raised with specificity within one appeal. Any grounds not raised at the time the appeal is filed shall be deemed waived.*

*D. Burden of proof*

*In an appeal, the teacher has the burden of demonstrating clear and the burden of establishing the facts upon which petitioner seeks relief.*

*E. Timeframe for filing appeal*

*1. All appeals must be submitted in writing (using the form found in Appendix F) no later than 10 school days after the date when the teacher received his/her annual professional performance review composite score. In the event that composite scores are not available before the end of the normal school year and are issued during the summer months, the aforementioned appeal must be submitted in writing no later than the end of the second full week of school assuming the teacher has been issued his or her composite score. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned. In accordance with Education Law 3012-c, the timelines set forth in the appeal process as negotiated between the parties may be extended upon mutual agreement by both parties but will be timely and expeditious. A school day is defined as a day when students are present during the normal school year.*

*2. When filing an appeal in accordance with the timelines set forth in item one above, the teacher must submit to his or her lead evaluator (via email) a detailed written description of the specific areas of disagreement over his or her performance review using page one of the Appeals form found in Appendix (F). The Superintendent and Association Co-Presidents must also be copied on the emailed appeal. The performance review and/or improvement plan being challenged must be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered. The teacher and the lead evaluator will meet to discuss the issue within 7 school days after the lead evaluator receives the written appeal and supporting documentation. The purpose of this meeting is to resolve the appeal. Should the parties resolve all issues regarding the appeal; the appeal will be considered resolved.*

*3. If the meeting between the teacher and the lead evaluator fails to result in a resolution, the teacher may submit his or her appeal and all supporting documentation to the Superintendent or his/her designee for review by a 3-person panel within 7 school days after the meeting in step 2. The panel shall consist of 2 tenured Association unit members, chosen by the Association and 1 trained Administrator to be chosen by the Superintendent and/or his/her designee. The trained Administrator chosen must not be the original evaluator.*

*Within 7 school days after receipt of the appeal, the 3-person panel will meet to consider the appeal and make a recommendation, based on consensus, on the appeal's merits. The affected teacher may present any relevant evidence or argument to the panel, with union representation present if requested by the teacher.*

*The panel shall forward to the Superintendent a written recommendation on the appeal within 7 school days of the panel meeting.*

4. The Superintendent shall review the recommendation of the panel and issue a written response to the teacher within 7 school days of receipt of the panel's appeal decision. The Superintendent's decision shall be final and binding.

The Superintendent has the right to affirm, modify or rescind the evaluation in question. The Superintendent may also order a new observation to take place using a different evaluator.

Copies of the Superintendent's written decision will be sent to the teacher, the original evaluator, to the members of the panel and the Association President. A copy of the written appeal and relevant documentation shall be placed in the teacher's personnel file.

## 6.4) Training and Certification of Lead Evaluators and Evaluators

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

Whitesville Central School will ensure that the Lead Evaluator is properly trained and certified to complete an individual performance review. The training will be provided by the Cattaraugus/Allegany BOCES Network Team who are authorized to train on behalf of an evaluation rubric approved by NYSED. The School District Superintendent will certify evaluators and maintain records of certification of evaluators. Inter-rater reliability is being conducted through a Principal's Network Team Professional Learning Community where bi-monthly principals meet with a Network Team facilitator to calibrate and check for inter-rater reliability around evidence based observation protocols.

The training includes the following requirements for Lead Evaluators:

- NYS Teaching Standards
- The ISLLC Standards
- Application and use of a student growth percentile and value-added growth model data
- Application and use of any assessment tools used to evaluate teachers and principals
- Application and use of any State-Approved locally selected measures of student achievement
- Use of Statewide Instructional Reporting System
- Scoring methodology used to evaluate teachers and principals
- Specific considerations in evaluating teachers and principals of ELLs and SWDs

The lead evaluator has completed 85 hours of training and will continue to attend training throughout the year that is offered by Cattaraugus/Allegany BOCES

Whitesville Central School will work to ensure that the evaluator is re-certified on an annual basis and receives updated training on any changes in law, regulation or applicable collective bargaining agreements.

## 6.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

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• Checked

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## 6.6) Assurances -- Teachers

Please check all of the boxes below:

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

## 6.7) Assurances -- Data

Please check all of the boxes below:

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

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

Created Wednesday, July 11, 2012

Updated Friday, October 12, 2012

## Page 1

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

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

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

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

PK-12
(No response)

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

Please check the boxes below:

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

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

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

State assessments, *required if one exists*

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

List of State-approved 3rd party assessments

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

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

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

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

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

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

*(No response)*

## 7.4) Special Considerations for Comparable Growth Measures

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

Note: The only allowable controls or adjustments for Comparable Growth Measures are those used in State Growth measures, which include: prior student achievement results, students with disabilities, English language learners, students in poverty, and, in the future,

any other student-, classroom-, and school-level characteristics approved by the Board of Regents.

*(No response)*

## 7.5) Principals with More Than One Growth Measure

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

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

## 7.6) Assurances -- Comparable Growth Measures

Please check all of the boxes below:

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

# 8. Local Measures (Principals)

Created Wednesday, July 11, 2012  
Updated Monday, November 26, 2012

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## Page 1

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

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
P-12	(h) students' progress toward graduation	Progress for 9th and 10th Grade Credit Accumulation at Whitesville Central School

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	Students in grades 9 and 10 successfully pass the following classes: Algebra, Geometry, Busniss Math, Living Environment, Earth Science, Global History I, Global History II, ELA 9, ELA 10, Health 10, PE 9, and PE 10.
Highly Effective (14 - 15 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Students earn a 65% or higher on 95% of classes listed above.
Effective (8- 13 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Students earn a 65% or higher on 85-94% of classes listed above.
Developing (3 - 7 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Students earn a 65% or higher on 75-84% of classes listed above.
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	Students earn a 65% or higher on 0-74% of classes listed above.

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

*assets/survey-uploads/5366/150609-8o9AH60arN/HEDI Scoring Value Added.doc*

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

*assets/survey-uploads/5366/150609-qBFVOWF7fC/HEDI explanations.doc*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grade Configuration	Locally-Selected Measure from List of Approved Measures	Assessment
NA		NA

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

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

Use this box, if needed, to describe the process for assigning HEDI categories. If needed, you may upload a table or graphic below.	NA
Highly Effective (18 - 20 points) Results are well above District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA
Effective (9- 17 points) Results meet District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA
Developing (3 - 8 points) Results are below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA
Ineffective (0 - 2 points) Results are well below District- or BOCES-adopted expectations for growth or achievement for grade/subject.	NA

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

*(No response)*

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

<assets/survey-uploads/5366/150609-T8MIGWUVm1/HEDI explanations.doc>

### 8.3) Locally Developed Controls

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

*not applicable*

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

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

*Not Applicable*

#### 8.5) Assurances

Please check all of the boxes below:

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

# 9. Other Measures of Effectiveness (Principals)

Created Friday, July 20, 2012

Updated Monday, November 26, 2012

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## Page 1

### 9.1) Principal Practice Rubric

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

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

*Multidimensional Principal Performance Rubric*

*(No response)*

### 9.2) Points Within Other Measures

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

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

Is the following points assignment for all principals?

*Yes*

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

*(No response)*

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

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

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

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

*(No response)*

### 9.3) Assurances -- Goals

Please check the boxes below (if applicable):

9.3) Assurances -- Goals   Assure that if any points are assigned to goals, at least one goal will address the principal's contribution to improving teacher effectiveness based on one or more of the following: improved retention of high performing teachers; correlation of student growth scores to teachers granted vs. denied tenure; or improvements in proficiency rating of the principal on specific teacher effectiveness standards in the principal practice rubric.	Checked
9.3) Assurances -- Goals   Assure that any other goals, if applicable, shall address quantifiable and verifiable improvements in academic results or the school's learning environment (e.g. student or teacher attendance).	Checked

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

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

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

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

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

*(No response)*

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

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

## 9.6) Assurances

Please check all of the boxes below:

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

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

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

### *Measures of Building Principal Effectiveness (60 points)*

*Whitesville Central School District shall utilize the LCI Multidimensional Rubric for Principal Effectiveness. The Rubric is the basis for the 60 points. This will be according to the attached instrument. The superintendent's assessment will be based on at least 3 visits for 30 minutes or more to the school while in session. Two visits will be agreed to between the superintendent and the principal. One will be unannounced. Visits are to be completed no later than May 15. The two additional sources of information for consideration in utilizing the rubric and instrument shall be:*

- 1. A portfolio of school documents related to the components in the rubric.*
  - 2. The superintendent shall consider the following discussions and reviews in assessing performance of the principal in leadership and management: a). Joint critical analysis of the NYS School Report Card. b). The principal and superintendent shall meet to review the related district initiatives and actions of the principal over the year as well as the availability and utilization of district resources.*
- \*\*In cases of decimals, a rounding rule will be applied (.5 and higher will round up adding a one to the whole number) to allow the score to only be a whole number.*

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

*assets/survey-uploads/5143/153877-pMADJ4gk6R/Append I 60 percent calculation-APPR Rubric Summary WCS.doc*

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

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

Please provide the locally-negotiated 60 point scoring bands.

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

## 9.8) School Visits

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

### **Probationary Principals**

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

### **Tenured Principals**

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

# 10. Composite Scoring (Principals)

Created Friday, July 20, 2012

Updated Tuesday, November 13, 2012

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## Page 1

### **Standards for Rating Categories**

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

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

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

#### **Highly**

##### **Effective**

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

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

Overall performance and results exceed ISLLC leadership standards.

##### **Effective**

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

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

Overall performance and results meet ISLLC leadership standards.

##### **Developing**

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

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

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

##### **Ineffective**

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

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

Overall performance and results do not meet ISLLC leadership standards.

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

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

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

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

**18-20**

**18-20**

**Ranges determined locally--see below**

**91-100**

**Effective**

**9-17**

**9-17**

**75-90**

**Developing**

**3-8**

**3-8**

**65-74**

**Ineffective**

**0-2**

**0-2**

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

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

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

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

**Growth or Comparable Measures**

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

**Other Measures of Effectiveness**

**(60 points)**

**Overall**

**Composite Score**

**Highly Effective**

22-25

14-15

Ranges determined locally--see above

91-100

**Effective**

10-21

8-13

75-90

**Developing**

3-9

3-7

**65-74**

**Ineffective**

**0-2**

**0-2**

**0-64**

# 11. Additional Requirements - Principals

Created Friday, July 20, 2012

Updated Friday, November 09, 2012

## Page 1

### 11.1) Assurances -- Improvement Plans

Please check the boxes below.

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

### 11.2) Attachment: Principal Improvement Plan Forms

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

[assets/survey-uploads/5276/153883-Df0w3Xx5v6/Append K Principal Improvement Plan WCS\\_1.doc](#)

### 11.3) Appeals Process

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

(1) the substance of the annual professional performance review

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

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

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

*Whitesville Central School  
Principal APPR Appeal Process*

*A. A principal who receives an "Ineffective" rating on his/her APPR shall be entitled to appeal this rating. This appeal must be done in written form and submitted to the Superintendent of Schools who has been trained in accordance with the requirements of the statute and regulation. An evaluation shall not be placed in a principal's personnel file until either the expiration of a thirty (30) business day period during which an appeal could be filed by the principal or the conclusion of the appeal process described herein,*

whichever is later.

*B. The principal must submit a written description of the specific areas of disagreement over his/her performance review, or the issuance and/or implementation of the terms of his/her improvement plan. The district upon written request must provide any additional written documents or materials relevant to the appeal for the same. The performance review and/or improvement plan being challenged must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered. These concerns are limited to those matters that may be appealed as prescribed in Section 3012-c of the Education Law:*

- Substance of evaluation*
- Adherence to standards and methods*
- Adherence to Commissioner's Regulation*
- Compliance with negotiated procedure*
- Issuance and/or compliance with terms of an improvement plan*

*C. A principal may not file more than one appeal on the same evaluation.*

*D. The burden shall be on the district to establish by the preponderance of the evidence that the rating given to the appellant was justified or that an improvement plan was appropriately issued and/or implemented.*

*E. An appeal must be filed no later than 15 business days of the date when the principal receives their final and complete yearly evaluation and/or improvement plan.*

*F. An Appeal Panel will consist of: 2 – Local tenured Administrator who holds District leadership certification, mutually agreed upon between the Superintendent and the Association President  
1 - Local Superintendent mutually agreed upon between the Superintendent and the Association President*

*G. The Superintendent or designee will respond to the appeal with a written response acknowledging the appeal and directing further administrative action. This correspondence will be made within fifteen (15) calendar days of the receipt of the appeal. The response will include all additional documents or written materials relevant to the point (s) of disagreement that support the district's response. Any such information that is not submitted at the time the response is filed shall not be considered on behalf of the district in the deliberations related to the resolution of the appeal.*

*H. The Appeal Panel and appellant will meet within ten (10) calendar days of the written response to review the appeal and either modify the principal evaluation rating or deny the appeal.*

*I. The conclusion of the appeal process in the first year of an ineffective rating, issuance of a PIP, or implementation of a PIP shall not preclude any challenge of the performance review or PYP at any subsequent 3020-a disciplinary arbitration initiated by the school district.*

*J. In no case will the Superintendent's authority to recommend or not recommend tenure, or the Board's authority to grant or not grant tenure, or the Superintendent's authority to recommend the termination of a probationary appointment, or the Board's authority to terminate a probationary appointment be impacted by a pending appeal and/or the outcome of an appeal procedure.*

*K. The District agrees to the use of Education Law 3020-a solely for possible disciplinary action and to the non-use of the expedited 3012c process during the two-year initial implementation phase of APPR because of the inevitable modifications that will arise as the 3012-c process unfolds. All evaluations conducted during this period shall not be used for any expedited 3012c process beyond the sunset of this agreement.*

*All appeals will be conducted in a timely and expeditious fashion in compliance with Education Law 3012c.*

*Members of the Whitesville Central School faculty and administration will meet by June 20, 2013 to review the APPR and make any necessary readjustments which correspond to further legislation or State Education Department guidelines.*

## 11.4) Training and Certification of Lead Evaluators and Evaluators

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

*Whitesville Central School will ensure that the Lead Evaluator is properly trained and certified to complete an individual performance review. The training will be provided by the Cattaraugus/Allegany BOCES Network Team who are authorized to train on behalf of an evaluation rubric approved by NYSED. The School District Superintendent will certify evaluators and maintain records of certification of evaluators. Inter-rater reliability is being conducted through a Principal's Network Team Professional Learning Community where*

*bi-monthly principals meet with a Network Team facilitator to calibrate and check for inter-rater reliability around evidence based observation protocols.*

*The training includes the following requirements for Lead Evaluators:*

*-NYS Teaching Standards*

*-The ISLLC Standards*

*-Application and use of a student growth percentile and value-added growth model data*

*-Application and use of any assessment tools used to evaluate teachers and principals*

*-Application and use of any State-Approved locally selected measures of student achievement*

*-Use of Statewide Instructional Reporting System*

*-Scoring methodology used to evaluate teachers and principals*

*-Specific considerations in evaluating teachers and principals of ELLs and SWDs*

*The lead evaluator has completed 85 hours of training and will continue to attend training throughout the year that is offered by Cattaraugus/Allegany BOCES*

*Whitesville Central School will work to ensure that the evaluator is re-certified on an annual basis and receives updated training on any changes in law, regulation or applicable collective bargaining agreements.*

## 11.5) Assurances -- Evaluators

Please check the boxes below:

- 
- Checked
- 

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

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

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

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

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

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

(7) use of the Statewide Instructional Reporting System

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

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

- 
- Checked
- 

## 11.6) Assurances -- Principals

Please check all of the boxes below:

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

## 11.7) Assurances -- Data

Please check all of the boxes below:

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

## 12. Joint Certification of APPR Plan

Created Friday, October 12, 2012

Updated Tuesday, November 27, 2012

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### Page 1

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

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

[assets/survey-uploads/5581/195047-3Uqgn5g9Iu/APPR Certification form Whitesville SD.pdf](assets/survey-uploads/5581/195047-3Uqgn5g9Iu/APPR%20Certification%20form%20Whitesville%20SD.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.

## Whitesville Central School

**Annual Professional Performance Review**  
**Rubric Summary Form**

Name: \_\_\_\_\_  
 Position: \_\_\_\_\_

Bldg/Dept. \_\_\_\_\_  
 Evaluator: \_\_\_\_\_

CRITERIA	I	D	E	HE	EVIDENCE
<b>Domain 1 – Shared Vision of Learning</b> An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders.					
<b>Culture</b> (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Sustainability</b> (a focus on continuance and meaning beyond the present moment, contextualizing today's successes and improvements as the legacy of the future)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CRITERIA	I	D	E	HE	EVIDENCE
<b>Domain 2 – School Culture and Instructional Program</b> An education leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth.					
<b>Culture</b> (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Instructional Program</b> (design and delivery of high quality curriculum that produces clear evidence of learning)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Capacity Building</b> (developing potential and tapping existing internal expertise to promote learning and improve practice)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Sustainability</b> (a focus on continuance and meaning beyond the present moment, contextualizing today's successes and improvements as the legacy of the future)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Strategic Planning Process; monitoring/inquiry</b> (the implementation and stewardship of goals, decisions and actions)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CRITERIA	I	D	E	HE	EVIDENCE
<b>Domain 3 – Safe, Efficient, Effective Learning Environment</b> An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.					
<b>Capacity Building</b> (developing potential and tapping existing internal expertise to promote learning and improve practice)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Culture</b> (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Sustainability</b> (a focus on continuance and meaning beyond the present moment, contextualizing today’s successes and improvements as the legacy of the future)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Instructional Program</b> (design and delivery of high quality curriculum that produces clear evidence of learning)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CRITERIA	I	D	E	HE	EVIDENCE
<b>Domain 4 – Community</b> An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.					
<b>Strategic Planning Process: Inquiry</b> (gather and analyze data to monitor effects of actions and decisions on goal attainment and enable mid-course adjustments as needed to better enable success)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Culture</b> (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Sustainability</b> (a focus on continuance and meaning beyond the present moment, contextualizing today’s successes and improvements as the legacy of the future)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CRITERIA	I	D	E	HE	EVIDENCE
<b>Domain 5 – Integrity, Fairness, Ethics</b> An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.					
<b>Sustainability</b> (a focus on continuance and meaning beyond the present moment, contextualizing today’s successes and improvements as the legacy of the future)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Culture</b> (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CRITERIA	I	D	E	HE	EVIDENCE
<b>Domain 6 – Political, Social, Economic, Legal and Cultural Context</b> An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.					
<b>Sustainability</b> (a focus on continuance and meaning beyond the present moment, contextualizing today’s successes and improvements as the legacy of the future)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Culture</b> (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

SUMMARY COMMENTS		
Date:	Time in:	Time out:
Announced: <input type="checkbox"/>	Unannounced: <input type="checkbox"/>	Number of Students:
Brief description of the lesson/observation:		

Date:	Time in:	Time out:
Announced: <input type="checkbox"/>	Unannounced: <input type="checkbox"/>	Number of Students:
Brief description of the lesson/observation:		
Date:	Time in:	Time out:
Announced: <input type="checkbox"/>	Unannounced: <input type="checkbox"/>	Number of Students:
Brief description of the lesson/observation:		
<b>COMMENTS BY ADMINISTRATOR</b>		
<b>Non-Tenured</b>		<input type="checkbox"/>
<b>Tenured</b>		<input type="checkbox"/>

**OVERALL EVALUATION:**

- Highly Effective**
- Effective**
- Developing**
- Ineffective**

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Superintendent's Signature/Date

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Administrator's Signature/Date

**Name of Principal:**

**School Year:**

<b>DOMAIN</b>	<b>Highly Effective</b>	<b>Effective</b>	<b>Developing</b>	<b>Ineffective</b>
Shared vision of learning		<b>3</b>		
School Culture and Instructional Program	<b>4</b>			
Safe, Efficient, Effective Learning Environment				
Community		<b>3</b>		
Integrity, Fairness, Ethics			<b>2</b>	
Political, Social, Economic, Legal and Cultural Context	<b>4</b>			

Subtotal of observation and evidence column	8	6	2
Divide by the number of standards evaluated in each column	$8/2 = 4$	$6/2 = 3$	$2/2 = 1$
Average the final scores	$8/3 = 2.67$		
Total score of Professional Practice 1-4 Rating	<b>2.67</b>		
HEDI Rating	<b>Effective</b>		
Sub-component score	<b>57.4</b>		

**Overall Rating:** \_\_\_\_\_ Highly Effective      Effective      Developing      Ineffective  
 (Circle one)

**Rubric Score to Sub-Component Conversion Chart**

<b>Total Average Rubric Score</b>	<b>Category</b>	<b>Conversion score for composite</b>
	<b>Ineffective 0-49</b>	

1		0
1.1		12
1.2		25
1.3		37
1.4		49
<b>Developing 50-56</b>		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.6
2.4		56.3
<b>Effective 57-58</b>		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3		58
3.1		58.2
3.2		58.4
3.3		58.6
3.4		58.8
<b>Highly Effective 59-60</b>		
3.5		59
3.6		59.3
3.7		59.5
3.8		59.8
3.9		60
4		60.25 (round to 60)

# Whitesville Central School *Principal Improvement Plan*

NAME \_\_\_\_\_

SCHOOL BUILDING/POSTIION \_\_\_\_\_

ACADEMIC YEAR \_\_\_\_\_

Deficiency that promulgated the “developing or ineffective” performance rating:

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Improvement

Goal/Outcome: \_\_\_\_\_

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Action Steps/Activities:

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---

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Timeline for completion:

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Required and Accessible Resources (Professional Development) including responsibility for provision: \_\_\_\_\_

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Date(s) for formative evaluation on progress (lead evaluator and principal initial each date to confirm the meeting):

December \_\_\_\_\_

March \_\_\_\_\_

Other if needed \_\_\_\_\_

Evidence of Goal Achievement:

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Administrator Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Superintendent Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Whitesville Central School Student Learning Objective Template

All SLOs MUST include the following basic components:

<b>Population</b>	<i>These are the students assigned to the course section(s) in this SLO - all students who are assigned to the course section(s) must be included in the SLO. (Full class rosters of all students must be provided for all included course sections.)</i>
<b>Learning Content</b>	<i>What is being taught over the instructional period covered? Common Core/National/State standards? Will this goal apply to all standards applicable to a course or just to specific priority standards?</i>
<b>Interval of Instructional Time</b>	<i>What is the instructional period covered (if not a year, rationale for semester/quarter/etc)?</i>
<b>Evidence</b>	<i>What specific assessment(s) will be used to measure this goal? The assessment must align to the learning content of the course.</i>
<b>Baseline</b>	<i>What is the starting level of students' knowledge of the learning content at the beginning of the instructional period?</i>

<p><b>Target(s)</b></p>	<p>What is the expected outcome (target) of students' level of knowledge of the learning content at the end of the instructional period?</p>																			
<p><b>HEDI Scoring</b></p>	<p>How will evaluators determine what range of student performance "meets" the goal (effective) versus "well-below" (ineffective), "below" (developing), and "well-above" (highly effective)?</p>																			
	<p><b>HIGHLY EFFECTIVE</b></p>			<p><b>EFFECTIVE</b></p>									<p><b>DEVELOPING</b></p>					<p><b>INEFFECTIVE</b></p>		
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1
99-100	97-98	95-96	93-94	91-92	89-90	87-88	85-86	83-84	81-82	79-80	77-78	74-76	71-73	68-70	65-67	62-64	59-61	55-58	51-54	50-0
<p><b>Rationale</b></p>	<p>Describe the reasoning behind the choices regarding learning content, evidence, and target and how they will be used together to prepare students for future growth and development in subsequent grades/courses, as well as college and career readiness</p>																			

How will evaluators determine what range of student performance “meets” the goal (effective) versus “well-below” (ineffective), “below” (developing), and “well-above” (highly effective)?

**HEDI Scoring For Value Added**

<b>HIGHLY EFFECTIVE</b>		<b>EFFECTIVE</b>						<b>DEVELOPING</b>					<b>INEFFECTIVE</b>		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-98	97-95	94-91	91-88	86-85	84-82	82-81	80-79	78-76	75-72	71-68	68-65	64-61	60-56	55-51	50-0

## Whitesville Central School Student Learning Objective Template

All SLOs MUST include the following basic components:

<b>Population</b>	<i>These are the students assigned to the course section(s) in this SLO - all students who are assigned to the course section(s) must be included in the SLO. (Full class rosters of all students must be provided for all included course sections.)</i>
<b>Learning Content</b>	<i>What is being taught over the instructional period covered? Common Core/National/State standards? Will this goal apply to all standards applicable to a course or just to specific priority standards?</i>
<b>Interval of Instructional Time</b>	<i>What is the instructional period covered (if not a year, rationale for semester/quarter/etc)?</i>
<b>Evidence</b>	<i>What specific assessment(s) will be used to measure this goal? The assessment must align to the learning content of the course.</i>
<b>Baseline</b>	<i>What is the starting level of students' knowledge of the learning content at the beginning of the instructional period?</i>

<p><b>Target(s)</b></p>	<p>What is the expected outcome (target) of students' level of knowledge of the learning content at the end of the instructional period?</p>																			
<p><b>HEDI Scoring</b></p>	<p>How will evaluators determine what range of student performance "meets" the goal (effective) versus "well-below" (ineffective), "below" (developing), and "well-above" (highly effective)?</p>																			
	<p><b>HIGHLY EFFECTIVE</b></p>			<p><b>EFFECTIVE</b></p>									<p><b>DEVELOPING</b></p>					<p><b>INEFFECTIVE</b></p>		
	20	19	18	17	16	15	14	<u>13</u>	12	11	10	9	8	7	6	5	4	3	2	1
99-100	97-98	95-96	93-94	91-92	89-90	87-88	85-86	83-84	81-82	79-80	77-78	74-76	71-73	68-70	65-67	62-64	59-61	55-58	51-54	50-0
<p><b>Rationale</b></p>	<p>Describe the reasoning behind the choices regarding learning content, evidence, and target and how they will be used together to prepare students for future growth and development in subsequent grades/courses, as well as college and career readiness</p>																			

**Converting the Measure of Teacher Effectiveness HEDI Score for Use in the Composite Score**

<b>Conversion Chart for Measure of Teacher Effectiveness Composite Score</b>	
<b>Ineffective 0-49</b>	
1.000	0
1.008	1
1.017	2
1.025	3
1.033	4
1.042	5
1.050	6
1.058	7
1.067	8
1.075	9
1.083	10
1.092	11
1.100	12
1.108	13
1.115	14
1.123	15
1.131	16
1.138	17
1.146	18
1.154	19
1.162	20
1.169	21
1.177	22
1.185	23
1.192	24
1.200	25
1.208	26
1.217	27
1.225	28
1.233	29
1.242	30
1.250	31
1.258	32
1.267	33
1.275	34
1.283	35
1.292	36
1.300	37
1.308	38
1.317	39
1.325	40
1.333	41
1.342	42
1.350	43
1.358	44
1.367	45
1.375	46
1.383	47
1.392	48
1.400	49

<b>Developing 50-56</b>	
1.5	50
1.6	50.7
1.7	51.4
1.8	52.1
1.9	52.8
2	53.5
2.1	54.2
2.2	54.9
2.3	55.6
2.4	56.3
<b>Effective 57-58</b>	
2.5	57
2.6	57.2
2.7	57.4
2.8	57.6
2.9	57.8
3	58
3.1	58.2
3.2	58.4
3.3	58.6
3.4	58.8
<b>Highly Effective 59-60</b>	
3.5	59
3.6	59.3
3.7	59.5
3.8	59.8
3.9	60
4	60.25 (round to 60)

## Appendix F

### Whitesville Central School District Teacher Improvement Plan (TIP)

The sole purpose of the TIP is the improvement of teaching practice. The goal is to provide resources and support for teachers who have been rated as “developing” or “ineffective.” The evaluator and teacher will jointly determine the strategies to be undertaken to correct the deficiencies.

Teacher \_\_\_\_\_

Grade/Subject \_\_\_\_\_

Evaluator \_\_\_\_\_

[Teacher Association Representative \_\_\_\_\_]

Date \_\_\_\_\_

**List the area(s) needing improvement. If there are several, indicate the priority order for addressing them**

Priority	Area needing improvement	Performance goal

**Describe the plan for improvement with specific, measurable objectives, timeline and process the teacher must meet in order to achieve an effective rating.**

**Describe the professional development opportunities, materials, resources and supports the District will make available.**

Assignment of a mentor teacher  yes  no

Name of Mentor \_\_\_\_\_

The teacher, evaluator, mentor (if applicable) and an Association representative (if requested by the teacher) shall meet \_\_\_\_\_ to assess the effectiveness and appropriateness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly.

Evaluator's Signature \_\_\_\_\_

Date \_\_\_\_\_

Teacher's Signature \_\_\_\_\_

Date \_\_\_\_\_

<b>Meeting Dates</b>				
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Meeting Date \_\_\_\_\_

Evaluator Comments

Teacher Comments

### **Recommendation for Results of TIP**

- The teacher has met the performance goals identified through the TIP.
- The teacher has not met the performance goals.

### **Next Steps**

Evaluator's Signature \_\_\_\_\_

Date \_\_\_\_\_

Teacher's Signature \_\_\_\_\_

Date \_\_\_\_\_

Teacher's signature does not constitute agreement but merely signifies s/he has examined and discussed the materials with her evaluator. Teachers shall have the right to insert written explanation or response to written feedback of the evaluator within 10 days, which may be considered during the Appeals process.

How will evaluators determine what range of student performance “meets” the goal (effective) versus “well-below” (ineffective), “below” (developing), and “well-above” (highly effective)?

**HEDI Scoring For Value Added**

<b>HIGHLY EFFECTIVE</b>		<b>EFFECTIVE</b>						<b>DEVELOPING</b>					<b>INEFFECTIVE</b>		
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
100-98	97-95	94-91	91-88	86-85	84-82	82-81	80-79	78-76	75-72	71-68	68-65	64-61	60-56	55-51	50-0

The Legislation requires the Regents to prescribe the scoring ranges for each of the following rating categories: Highly Effective, Effective, Developing and Ineffective (HEDI).

<b>Level</b>	<b>Growth of New York State Assessments in ELA and Math</b>	<b>Local Assessment growth or achievement</b>	<b>Leadership Standards and Portfolio</b>
<b>Ineffective</b>	Results are well-below state average for similar students (or district goals if no state test).	Results are well-below District or BOCES adopted expectations for growth or achievement of student learning standards for grade/subject	Overall performance and results are well below standards.
<b>Developing</b>	Results are below state average for similar students (or district goals if no state test).	Results are below District or BOCES adopted expectations for growth or achievement of student learning standards for grade/subject.	Overall performance and results need improvement in order to meet standards.
<b>Effective</b>	Results meet state average for similar students (or district goals if no state test).	Results meet District or BOCES adopted expectations for growth or achievement of student learning standards for grade and subject.	Overall performance and results meet standards.
<b>Highly Effective</b>	Results are well-above state average for similar students (or district goals if no state test).	Results are well-above District or BOCES adopted expectations for growth or achievement	Overall performance and results exceed standards.

**Scoring Ranges:**

2012-2013 for educators for who there is no approved Value Added Measure of Student Growth

<b>Level</b>	<b>Measures of Student Growth (20)</b>	<b>Local Measures of student achievement (20)</b>	<b>Leadership and Management Actions* (60)</b>	<b>Overall Composite Score</b>
<b>Highly Effective</b>	18-20	18-20	59-60	91-100
<b>Effective</b>	9-17	9-17	57-58	75-90
<b>Developing</b>	3-8	3-8	50-56	65-74
<b>Ineffective</b>	0-2	0-2	0-49	0-64

The Legislation requires the Regents to prescribe the scoring ranges for each of the following rating categories: Highly Effective, Effective, Developing and Ineffective (HEDI).

<b>Level</b>	<b>Growth of New York State Assessments in ELA and Math</b>	<b>Local Assessment growth or achievement</b>	<b>Leadership Standards and Portfolio</b>
<b>Ineffective</b>	Results are well-below state average for similar students (or district goals if no state test).	Results are well-below District or BOCES adopted expectations for growth or achievement of student learning standards for grade/subject	Overall performance and results are well below standards.
<b>Developing</b>	Results are below state average for similar students (or district goals if no state test).	Results are below District or BOCES adopted expectations for growth or achievement of student learning standards for grade/subject.	Overall performance and results need improvement in order to meet standards.
<b>Effective</b>	Results meet state average for similar students (or district goals if no state test).	Results meet District or BOCES adopted expectations for growth or achievement of student learning standards for grade and subject.	Overall performance and results meet standards.
<b>Highly Effective</b>	Results are well-above state average for similar students (or district goals if no state test).	Results are well-above District or BOCES adopted expectations for growth or achievement	Overall performance and results exceed standards.

**Scoring Ranges:**

2012-2013 for educators for who there is no approved Value Added Measure of Student Growth

<b>Level</b>	<b>Measures of Student Growth (20)</b>	<b>Local Measures of student achievement (20)</b>	<b>Leadership and Management Actions* (60)</b>	<b>Overall Composite Score</b>
<b>Highly Effective</b>	18-20	18-20	59-60	91-100
<b>Effective</b>	9-17	9-17	57-58	75-90
<b>Developing</b>	3-8	3-8	50-56	65-74
<b>Ineffective</b>	0-2	0-2	0-49	0-64

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

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

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

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

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

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

**Signatures, dates**

Superintendent Signature:    Date:

*Andrew E. Pott*    11/26/2012

Teachers Union President Signature:    Date:

*JoAnne S. Brown*    11/26/2012

Administrative Union President Signature:    Date:

*JME*    11/26/12

Board of Education President Signature:    Date:

*Judy Lenz*    11/26/12