



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

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

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March 1, 2017

**Revised – §3012-d Supplemental Form for Alternate SLOs (Material Change)**

James Klubek, Superintendent  
Gowanda Central School District  
10674 Prospect Street  
Gowanda, NY 14070

Dear Superintendent Klubek:

Congratulations. I am pleased to inform you that the material change you submitted to your currently approved Annual Professional Performance Review (APPR) plan on the Supplemental Form for Alternate SLOs meets the criteria outlined in Subpart 30-3 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the certifications and assurances that are part of your approved APPR plan and those found in the Supplemental Form for Alternate SLOs. If any material changes are made to your approved plan, your district/BOCES must submit such material changes to us for approval. Please see the attached notes for further information.

Please be advised that, pursuant to Education Law §3012-d, the Department will be analyzing data supplied by districts, BOCES, and/or schools and may order a corrective action plan if there are unacceptably low correlation results between the Student Performance category and the Teacher Observation or Principal School Visits category, and/or if the teachers' or principals' overall ratings and subcomponent scores show little differentiation across educators and/or the lack of differentiation is not justified by equivalently consistent student achievement results, and/or if schools or districts show a pattern of anomalous results in the Student Performance category and/or the Observation/School Visits category.

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

Thank you again for your hard work.

Sincerely,

MaryEllen Elia  
Commissioner

Attachment

c: David O'Rourke

PLEASE NOTE:

Pursuant to section 30-3.17 of the Rules of the Board of Regents, during the 2015-16 through 2018-19 school years, your district/BOCES must calculate transition scores and ratings for teachers and principals that exclude the results of grades 3-8 ELA and math State assessments and any State-provided growth scores. During the 2016-17 through 2018-19 school years only, your district/BOCES must use the alternate SLOs described in your "Supplemental Form for Alternate SLOs" which have been incorporated into your approved §3012-d APPR plan for teachers and principals who, as a result of the above exclusions, have no remaining measures in the Student Performance Category.

During this transition period, your district/BOCES must also continue to provide affected teachers and principals with their original APPR scores and ratings calculated based on the measures in your currently approved APPR plan *without any modifications, substitutions, or replacements as a result of the transition regulations*. Original APPR scores and ratings must be used for advisory purposes only and shall have no impact on employment decisions, tenure determinations, or teacher and principal improvement plans.

Teachers and principals whose APPRs do not include grades 3-8 ELA and math State assessments or State-provided growth scores are not impacted by the transition regulations. Accordingly, APPR scores and ratings for such staff must be calculated pursuant to your district's/BOCES's approved APPR plan without any modifications, and no transition scores and ratings need be generated.

The transition period will end at the conclusion of the 2018-2019 school year. Beginning in the 2019-20 school year, each educator will receive only a single set of scores and ratings pursuant to the measures outlined in your district's/BOCES APPR plan.

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 plan and/or to ensure compliance with applicable laws and regulations; and as a result of such review, the Department may reject your APPR plan and/or require corrective action.

**Annual Professional Performance Review - Supplemental Form for Alternate**Supplemental Form Directions - Directions

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**Directions**

**As an alternative to completing this Supplemental Form for Alternate SLOs, a district/BOCES may open their APPR plan and include the relevant information in Task 2 (Transition) and Task 7 (Transition).**

**To open your approved APPR plan, please contact [EducatorEval@nysed.gov](mailto:EducatorEval@nysed.gov).**

Pursuant to section 30-3.17 of the Rules of the Board of Regents, during the 2015-16 through 2018-19 school years, your district/BOCES must calculate transition scores and ratings for teachers and principals that exclude the results of grades 3-8 English Language Arts (ELA) and Math State assessments and any State-provided growth scores. During the 2016-17 through 2018-19 school years only, alternate student learning objectives (SLOs) must be generated to calculate transition scores and ratings for teachers and principals who have no remaining Student Performance Category measures as a result of the above exclusions. Please note that districts/BOCES must also continue to provide affected teachers and principals with their original APPR scores and ratings calculated based on the measures in their currently approved APPR plan without any modifications, substitutions, or replacements as a result of the transition regulations during the transition period. Original APPR scores and ratings must be used for advisory purposes only and shall have no impact on employment decisions, tenure determinations, or teacher and principal improvement plans.

Teachers and principals whose APPRs do not include grades 3-8 ELA and math State assessments or State-provided growth scores are not impacted by the transition regulations and their evaluations shall be calculated pursuant to their district's/BOCES' approved APPR Plan without any changes, and no transition scores and ratings need to be generated.

This supplemental form must be completed by districts/BOCES whose Education Law §3012-d Annual Professional Performance Review (APPR) plans were approved by the Department for use beginning in the 2015-16 school year in order to specify the alternate SLOs, as described above, that will be used for applicable teachers and principals during the remainder of the transition period (i.e., the 2016-17 through 2018-19 school years). Beginning in the 2019-20 school year, districts and BOCES will no longer be required to calculate transition scores and ratings, and will only calculate a single set of scores and ratings for each educator pursuant to the measures and assessments outlined in their approved §3012-d APPR plan. For more information please see the December 2015 Board of Regents item at <http://www.regents.nysed.gov/common/regents/files/1215bra10.pdf>, and the Department's Frequently Asked Questions Guidance document regarding sections 30-2.14 and 30-3.17 of the Rules of the Board of Regents on EngageNY at <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>.

This form must be completed and submitted no later than March 1, 2017 for the 2016-17 school year. Please note that if your district/BOCES wishes to make changes to the measures and assessments used for the alternate SLOs in future school years, you must submit this form on or before March 1 of the school year in which the changes will take effect. The Department will not accept late submissions of this form.

Upon submission, the Department will only review the information included on this supplemental form and no other portions of the APPR plan will be reviewed by the Department for compliance with Education Law §3012-d. Therefore, it is the responsibility of the district/BOCES to assure that the changes requested in this form will not have an impact on the implementation of any other part of their approved APPR plan since the Department will not be reviewing the remaining portions of the approved APPR plan for compliance with Education Law §3012-d. The Department recommends that districts/BOCES consult with their local counsel before submitting this supplemental form or any material changes to their currently approved plan in the APPR Portal.

## Annual Professional Performance Review - Supplemental Form for Alternate

### Task 2. Transition Student Performance - Required (Teachers) - Task 2 Alternate SLOs

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#### Task 2) Required Student Performance Subcomponent (Transition Period, 2016-17 through 2018-19)

Please note: Clicking 'Save' or 'Save & Continue' will alter the last date modified timestamp for this page. As a reminder, the Statement of Assurances must be signed and dated after the latest timestamp on each page in order for this application to be approved. You may use the survey navigation on the left to move directly to the Statement of Assurances page.

*The measures indicated in this section only apply during the 2016-17 through 2018-19 school years.*

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

For guidance on the use of alternate SLOs during the transition period, see: <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>.

**During the 2016-17 through 2018-19 school years, pursuant to the requirements of §30-3.17 of the Rules of the Board of Regents, grades 3-8 NYS ELA/math assessments and any State-provided growth scores may only be used for advisory purposes and may not be used for the purpose of calculating transition scores and ratings.**

If grades 3-8 ELA/math State assessments and any State-provided growth scores are the entirety of the Student Performance category, districts/BOCES must also develop an alternate SLO based on assessments that are not grade 3-8 ELA/math State assessments and/or on State-provided growth scores for the Required subcomponent of the Student Performance category during the transition to higher standards through new State assessments aligned to revised learning standards and a revised State-approved growth model.

#### 2.2-2.10) Alternate SLOs (Transition Period, 2016-17 through 2018-19)

Using the table below, please first select a measure and assessment(s) that will be used for the alternate SLO during the 2016-17 through 2018-19 school years, then indicate the applicable courses.

Measure	State or Regents Assessment(s)	Locally-Developed Course-Specific Assessment(s)	Third Party Assessment(s)	Applicable Course(s)
District- or BOCES-wide results	<input checked="" type="checkbox"/> Common Core English <input checked="" type="checkbox"/> Common Core Geometry <input checked="" type="checkbox"/> Living Environment <input checked="" type="checkbox"/> Global 2 <input checked="" type="checkbox"/> US History			<input checked="" type="checkbox"/> K ELA <input checked="" type="checkbox"/> K Math <input checked="" type="checkbox"/> 1 ELA <input checked="" type="checkbox"/> 1 Math <input checked="" type="checkbox"/> 2 ELA <input checked="" type="checkbox"/> 2 Math <input checked="" type="checkbox"/> 3 ELA <input checked="" type="checkbox"/> 3 Math <input checked="" type="checkbox"/> 4 ELA <input checked="" type="checkbox"/> 4 Math <input checked="" type="checkbox"/> 5 ELA <input checked="" type="checkbox"/> 5 Math <input checked="" type="checkbox"/> 6 ELA <input checked="" type="checkbox"/> 6 Math <input checked="" type="checkbox"/> 6 Science <input checked="" type="checkbox"/> 7 ELA <input checked="" type="checkbox"/> 7 Math <input checked="" type="checkbox"/> 7 Science <input checked="" type="checkbox"/> 7 Social Studies <input checked="" type="checkbox"/> 8 ELA <input checked="" type="checkbox"/> 8 Math <input checked="" type="checkbox"/> 8 Social Studies

## Annual Professional Performance Review - Supplemental Form for Alternate

### Task 2. Transition Student Performance - Required (Teachers) - Task 2 Alternate SLOs

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#### 2.10) Alternate SLOs: All Other Courses (Transition Period, 2016-17 through 2018-19)

If the option, "Other Courses as listed in Original Task 2.10" does not apply, please leave that box unchecked in the table above and use the table below to add courses.

You may combine into one course listing any groups of teachers for whom the measure and assessment(s) are the same including, for example, "all other teachers not named above".

For other courses indicate the following:

- Column 1: lowest grade that corresponds to the course
- Column 2: highest grade that corresponds to the course
- Column 3: subject of the course
- Column 4: measure used
- Columns 5-6: assessment(s) used

Follow the examples below to list other courses.

	(1) lowest grade	(2) highest grade	(3) subject	(4) measure	(5-6) assessment(s)
All Other Courses	K	12	All courses not named above	District- or BOCES-wide results	Common Core English, Common Core Algebra
K-3 Art	K	3	Art	Teacher-specific results	Questar III BOCES
Grades 9-12 English Electives	9	12	English Electives	School- or program-wide, group, team, or linked results	All Regents given in building/district

Please note: NYS Grades 3-8 ELA/Math Assessments and State-provided growth scores may only be used for advisory purposes during the transition period and cannot be used for calculating transition scores and ratings during the 2015-16 through 2018-19 school years. If such assessments are selected for the original SLO and there are not remaining measures in the Student Performance category for an educator, an alternate SLO must be included for that educator here.

Grade From	Grade To	Subject	Measure	State or Regents Assessment(s)	Locally-Developed Course-Specific Assessment(s)	Third Party Assessment(s)
K	4	All courses not named above	District- or BOCES-wide results	<input checked="" type="checkbox"/> Common Core English <input checked="" type="checkbox"/> Common Core Geometry <input checked="" type="checkbox"/> Living Environment <input checked="" type="checkbox"/> Global 2 <input checked="" type="checkbox"/> US History		
5	8	All courses not named above	District- or BOCES-wide results	<input checked="" type="checkbox"/> Common Core English <input checked="" type="checkbox"/> Common Core Geometry <input checked="" type="checkbox"/> Living Environment <input checked="" type="checkbox"/> Global 2 <input checked="" type="checkbox"/> US History		

#### 2.11) HEDI Scoring Bands

**Annual Professional Performance Review - Supplemental Form for Alternate**

Task 2. Transition Student Performance - Required (Teachers) - Task 2 Alternate SLOs

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

**2.12 Teachers with More Than One Growth Measure (Transition)**

For more information on teachers with more than one growth measure, please see NYSED APPR Guidance and NYSED SLO

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

If educators have more than one alternate SLO, the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO.

**Please Note**

Clicking 'Save' or 'Save & Continue' will alter the last date modified timestamp for this page. As a reminder, the Statement of Assurances must be signed and dated after the latest timestamp on each page in order for this application to be approved. You may use the survey navigation on the left to move directly to the Statement of Assurances page.

**Annual Professional Performance Review - Supplemental Form for Alternate****Task 7. Transition Student Performance - Required (Principals) - Task 7 Alternate SLOs**

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**Task 7) Required Student Performance Subcomponent (Transition Period, 2016-17 through 2018-19)**

Please note: Clicking 'Save' or 'Save & Continue' will alter the last date modified timestamp for this page. As a reminder, the Statement of Assurances must be signed and dated after the latest timestamp on each page in order for this application to be approved. You may use the survey navigation on the left to move directly to the Statement of Assurances page.

*The measures indicated in this section only apply during the 2016-17 through 2018-19 school years.*

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

For guidance on the use of alternate SLOs during the transition period, see: <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>.

During the 2016-17 through 2018-19 school years, pursuant to the requirements of §30-3.17 of the Rules of the Board of Regents, if excluding grade 3-8 ELA/math State assessments and any State-provided growth scores results in no remaining student performance measures, districts/BOCES must develop alternate SLOs based on assessments that are not grade 3-8 ELA/math State assessments for the Required subcomponent of the Student Performance Category during the transition to higher standards through new State assessments aligned to revised learning standards and a revised State-approved growth model.

**7.1-7.2) Alternate SLOs (Transition Period, 2016-17 through 2018-19)**

Please list the grade configurations of the schools or principals where alternate SLOs will apply. For each configuration, also indicate the measure and assessment(s) used for the alternate SLO.

For each grade configuration indicate the following:

- Column 1: lowest grade that corresponds to the building or program
- Column 2: highest grade that corresponds to the building or program
- Column 3: measure used
- Column 4: assessment(s) used

*Follow the examples below.*

	(1) lowest grade	(2) highest grade	(3) measure	(4) assessment(s)
Grades K-2 Building	K	2	District- or BOCES-wide results	Common Core English, Common Core Algebra, Living Environment, Global 2, US History
Grades 11-12 Building	11	12	Principal-specific results	Common Core English, US History

Using the table below, please select the assessment(s) that will be used for the alternate SLOs during the 2016-17 through 2018-19 school years for each grade configuration listed. In all other school years, the SLO will be based on the largest grades/courses in the principal's school building, using State or Regents assessments as the underlying evidence for such SLOs where they exist.

**Annual Professional Performance Review - Supplemental Form for Alternate**

Task 7. Transition Student Performance - Required (Principals) - Task 7 Alternate SLOs

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Grade From	Grade To	Measure	State or Regents Assessment(s)	Locally-Developed Course-Specific Assessment(s)	Third Party Assessment(s)
K	4	District- or BOCES-wide results	<input checked="" type="checkbox"/> Common Core English <input checked="" type="checkbox"/> Common Core Geometry <input checked="" type="checkbox"/> Living Environment <input checked="" type="checkbox"/> Global 2 <input checked="" type="checkbox"/> US History		
5	8	District- or BOCES-wide results	<input checked="" type="checkbox"/> Common Core English <input checked="" type="checkbox"/> Common Core Geometry <input checked="" type="checkbox"/> Living Environment <input checked="" type="checkbox"/> Global 2 <input checked="" type="checkbox"/> US History		

**7.3) HEDI Scoring Bands**

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

**7.4) Principals with More than One Growth Measure (Transition)**

For more information on principals with more than one growth measure, please see NYSED APPR Guidance and SLO

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

If educators have more than one alternate SLO, the measures will each earn a score from 0-20 points which districts/BOCES must weight proportionately based on the number of students in each SLO.

**Please Note**

Clicking 'Save' or 'Save & Continue' will alter the last date modified timestamp for this page. As a reminder, the Statement of Assurances must be signed and dated after the latest timestamp on each page in order for this application to be approved. You may use the survey navigation on the left to move directly to the Statement of Assurances page.



**Annual Professional Performance Review - Supplemental Form for Alternate**Statement of Assurances - Upload Statement of Assurances

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Page Last Modified: 02/28/2017

**Upload Statement of Assurances**

*Please Note: SED Monitoring timestamps each page revision individually and signatures cannot be dated earlier than the last revision. Clicking 'Save' or 'Save & Continue' on any page will alter the last date modified timestamp for that page.*

**Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using this form: Supplemental Form Statement of Assurances.**

Statement of Assurances APPR 2-28-17.pdf

### **Statement of Assurances**

By signing this document, the district/BOCES and the collective bargaining agent(s), where applicable, certify that this document represents the portion of the district's/BOCES' Annual Professional Performance Review (APPR) Plan that shall be used to calculate transition scores and ratings pursuant to section 30-3.17 of the Rules of the Board of Regents for those teachers and principals that have no remaining measures in the Student Performance Category as a result of the calculation of transition scores during the transition period. Further, the district/BOCES certifies that all provisions in this supplemental form that are subject to collective negotiations have been resolved pursuant to the provisions of Article 14 of the Civil Service Law and that such form complies with the requirements of Subpart 30-3 of the Rules of the Board of Regents and has been adopted by the governing body of the district/BOCES.

The district/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 complies with Subpart 30-3 of the Rules of the Board of Regents.

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

The district/BOCES and its collective bargaining agent(s), where applicable, also certify that during the 2015-16 through 2018-19 school years, transition scores and ratings will be calculated for teachers and principals that exclude the results of grades 3-8 English language arts (ELA) and math State assessments and any State-provided growth scores; that the district/BOCES will continue to provide teachers and principals with original APPR scores and ratings calculated based on the measures in their currently approved APPR plan without any modifications, substitutions, or replacements during the transition period; and that original APPR scores and ratings will be provided for advisory purposes only, and will have no impact on employment decisions, including tenure determinations, or teacher and principal improvement plans.

The district/BOCES and its collective bargaining agent(s), where applicable, also acknowledge that if approval of this supplemental form is rejected or rescinded for any reason, any State aid increases received as a result of the Commissioner's approval of this form may be returned or forfeited to the State pursuant to Education Law 3012-d(11), as added by Chapter 56 of the Laws of 2015

**The district/BOCES and its collective bargaining agent(s), where applicable, also make the following specific certifications with respect to this supplemental form and their corresponding approved APPR Plan:**

- Assure that the overall transition rating will be used as a significant factor in employment decisions, tenure determinations, and teacher and principal improvement plans during the 2016-17 through 2018-19 school years;
- Assure that original APPR scores and ratings will not be used as the basis for employment decisions and will be used for advisory purposes only during the 2016-17 through 2018-19 school

years;

- Assure that, during the 2016-17 through 2018-19 school years, the district or BOCES shall provide teachers and principals whose Student Performance category measures are based, in whole or in part, on the grades 3-8 ELA/math State assessments and/or State-provided growth scores with their APPR transition scores and ratings computed pursuant to §30-3.17 of the Rules of the Board of Regents as soon as practicable but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is being measured;
- Assure that, during the 2016-17 through 2018-19 school years, the district/BOCES shall provide such teachers and principals with their original composite APPR rating by September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured, or as soon as practicable thereafter;
- Assure that the APPR Plan and this supplemental form will be filed in the district/BOCES office and made available to the public on the district's/BOCES' website no later than September 10 of each school year, or within 10 days after the plan's or form's approval by the Commissioner, as applicable, whichever shall later occur;
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner;
- Assure that the district/BOCES will report the both the original and transition individual category and subcomponent scores and the overall original and transition ratings to the State for each classroom teacher and building principal in a manner prescribed by the Commissioner during the 2016-17 through 2018-19 school years;
- Certify that the district/BOCES provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them;
- Assure that educators who receive a Developing or Ineffective rating as their overall transition rating during the 2016-17 through 2018-19 school years will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter;
- Assure that, where applicable, the alternate SLOs for the Student Performance category described in this form will be used across all classrooms in the same grade/subject in the district/BOCES in a consistent manner to the extent practicable;
- Assure that all growth targets set as part of the alternate SLOs described in this supplemental form represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator;
- Assure that any material changes to this form and/or the district/BOCES approved APPR plan will be submitted to the Commissioner for approval by March 1 of each school year, on a form prescribed by the Commissioner;
- Assure that the alternate SLOs described in this supplemental form apply to all classroom teachers and building principals who have no remaining Student Performance category measures as a result of the exclusion of the results of the grades 3-8 ELA and math State assessments and State-provided growth scores from the calculation of their transition APPR rating, pursuant to Subpart 30-3 of the regulations and Department guidance, and do not apply to any other teachers or principals;
- Assure that the district/BOCES will provide the Department with any information necessary to conduct annual monitoring pursuant to Subpart 30-3 of the regulations;
- Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by State or Federal law for each classroom or program of the grade does not exceed, in the aggregate, one percent of the minimum in required annual instructional hours for such classroom or program of the grade;

- Assure that the amount of time devoted to test preparation under standardized testing conditions for each grade does not exceed, in the aggregate, two percent of the minimum required annual instructional hours for such grade. Time devoted to teacher administered classroom quizzes or exams, portfolio reviews, or performance assessments shall not be counted towards the limits established by this subdivision. In addition, formative and diagnostic assessments shall not be counted towards the limits established by this subdivision and nothing in this subdivision shall be construed to supersede the requirements of a section 504 plan of a qualified student with a disability or Federal law relating to English language learners or the individualized education program of a student with a disability; and
- Assure that the alternate SLOs described in this supplemental form will be used as the basis of teachers' and principals' transition APPR scores and ratings, where applicable, during the 2016-17 through 2018-19 school years only.

**Signatures, dates**

Superintendent Signature:

Date:

*James Rubel* 2/27/17

Teachers Union President Signature:

Date:

*Don Patti* 2/27/17

Administrative Union President Signature:

Date:

*Paul B. Bink* 2/27/17

Board of Education President Signature:

Date:

*Lynn Buzzetta* 2/27/17

# Annual Professional Performance Review

## Task 1. School District Information

Created: 04/30/2013

Last updated: 08/06/2015

For guidance related to Annual Professional Performance Review plans, see NYSED APPR

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

### Task 1. School District Information

#### Disclaimers

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

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

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the school district/BOCES are for informational purposes only for the teachers and principals reviewed under this APPR plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the APPR Plan approved by the Department. The Department also reserves the right to request further information from the school district/BOCES, as necessary, as part of its review of this plan.

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

#### 1.1) School District's BEDS Number: 04280160000

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

042801060000

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

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

GOWANDA CSD

#### 1.3) Assurances

Please check all of the boxes below:

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

#### 1.4) Submission Status

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

First-time submission under Education Law §3012-d

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

Created: 04/30/2013  
Last updated: 10/27/2015

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

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

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

#### REQUIRED SUBCOMPONENT

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

(A) For a teacher whose course ends in a State-created or administered test for which there is a State-provided growth model and at least 50% of a teacher’s students are covered under the State-provided growth measure, such teacher shall have a State-provided growth score based on such model.

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

### 2.1) Assurances

Please check the boxes below:

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

#### STATE-PROVIDED MEASURES OF STUDENT GROWTH

For teachers in grades 4 - 8 Common Branch, ELA, and Math, NYSED will provide a growth score and rating. That rating will incorporate students' academic history compared to similarly academically achieving students and takes into consideration students with disabilities, English

language learners, students in poverty, and, in the future, any other student-, classroom-, and school-level characteristics approved by the Board of Regents. While most teachers of 4-8 Common Branch, ELA and Math will have State-provided scores and ratings, some may teach other courses where there is no State-provided growth measure. Teachers with 50 – 100% of students covered by State-provided growth measures will receive a growth score and rating from the State for the full Student Performance category of their evaluation. Teachers with 0 – 49% of students covered by State-provided growth measures must have SLOs for the Student Performance category of their evaluation and one SLO must use the State-provided measure if applicable for any courses. (See APPR Guidance and SLO Guidance for more detail on teachers with State-provided growth measures and SLOs.)

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

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

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

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

**Grade 4 ELA Assessment Name**

NYS Grade 4 ELA Assessment

**Grade 5 ELA Assessment Name**

NYS Grade 5 ELA Assessment

**Grade 6 ELA Assessment Name**

NYS Grade 6 ELA Assessment

**Grade 7 ELA Assessment Name**

NYS Grade 7 ELA Assessment

**Grade 8 ELA Assessment Name**

NYS Grade 8 ELA Assessment

**Grade 4 Math Assessment Name**

NYS Grade 4 Math Assessment

**Grade 5 Math Assessment Name**

NYS Grade 5 Math Assessment



**Grade 6 Math Assessment Name**

NYS Grade 6 Math Assessment

**Grade 7 Math Assessment Name**

NYS Grade 7 Math Assessment

**Grade 8 Math Assessment Name**

NYS Grade 8 Math Assessment and Common Core Algebra Regents

**Page 2: Task 2.3 (3 ELA and Math), Task 2.4 (4 and 8 Science)****Page 2: Task 2.3 (3 ELA and Math) and Task 2.4 (4 and 8 Science)****STUDENT LEARNING OBJECTIVES: Courses Ending with State Assessments or Regents Exams**

SLOs are the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.) For guidance on SLOs, see NYSED SLO Guidance:

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

**For grade 3 ELA and math, grade 4 and 8 science, high school math, science, and social studies courses associated with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO for students taking such assessments: :**

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

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

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

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

**Grade 3 ELA Assessment Name**

NYS Grade 3 ELA Assessment

**Grade 3 Math Assessment Name**

NYS Grade 3 Math Assessment

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

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

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

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**Grade 4 Science Assessment Name**

Not Applicable

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**Grade 8 Science Assessment Name**

NYS Grade 8 Science Assessment and Living Environment Regents

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

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

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

SLOs are the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.) For guidance on SLOs, see NYSED SLO Guidance:

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

**For grade 3 ELA and math, grade 4 and 8 science, high school math, science, and social studies courses associated with Regents exams or, in the future, with other State assessments, the following must be used as the evidence of student learning within the SLO for students taking such assessments:**

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

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

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

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

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

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**Global 2 Assessment Name**

Global 2 Regents

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**US History Assessment Name**

US History Regents

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**Living Environment Assessment Name**

Living Environment Regents

**Earth Science Assessment Name**

Earth Science Regents

**Chemistry Assessment Name**

Chemistry Regents

**Physics Assessment Name**

Physics Regents

**Algebra I Assessment Name**

Common Core Algebra Regents

**Geometry Assessment Name**

Common Core Geometry Regents

**Algebra II/Trigonometry Assessment Name**

Common Core Algebra II Regents and Algebra II/Trigonometry Regents

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

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.)

**For high school English Language Arts, the following must be used as the evidence of student learning within the SLO:**

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

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

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

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

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

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

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

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

#### Grade 9 ELA Measure

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

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

##### Responses Selected:

Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

#### Grade 10 ELA Measure

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

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

##### Responses Selected:

Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

#### Grade 11 ELA Measure

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

Indicate the assessment(s) used for the grade 11 ELA school, or BOCES group, team, or linked results based on State assessments:

##### Responses Selected:

Common Core English Regents
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#### Grade 12 ELA Measure

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

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

**Responses Selected:**

Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

**Page 4: Task 2.7 (K-2 ELA and Math)****Page 4: Task 2.7 (K-2 ELA and Math)****STUDENT LEARNING OBJECTIVES: Courses without State Assessments or Regents Exams**

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.)

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

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

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

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

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.7, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, common branch teachers also teach 6th grade science and/or social studies and therefore would have State-provided growth measures; the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

**Grade K ELA Measure**

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

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

**Responses Selected:**

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment
NYS Grade 4 Science Assessment
Common Core English Regents

Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

#### Grade 1 ELA Measure

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

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

#### Responses Selected:

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment
NYS Grade 4 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

#### Grade 2 ELA Measure

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

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

#### Responses Selected:

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment
NYS Grade 4 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

### Grade K Math Measure

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

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

#### Responses Selected:

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment
NYS Grade 4 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

### Grade 1 Math Measure

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

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

#### Responses Selected:

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment
NYS Grade 4 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

### Grade 2 Math Measure

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

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

**Responses Selected:**

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment
NYS Grade 4 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

**Page 5: Task 2.8 (Grades 6-7 Science, 6-8 Social Studies), Task 2.9 (Global 1)****Page 5: Task 2.8 (Grades 6-7 Science and 6-8 Social Studies) and Task 2.9 (Global Studies 1)****STUDENT LEARNING OBJECTIVES: Courses without State Assessments or Regents Exams**

SLOs shall be used for the required student performance measure for teachers who do not receive a State-provided growth score. (Please note that for teachers with more than one grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.)

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

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

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

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

**Please note:** If your district/BOCES does not have grade/subject-specific teachers for one or more of the rows in questions 2.8, choose "Not Applicable" from the drop-down box. This would be appropriate if, for example, common branch teachers also teach 6th grade science and/or social studies and therefore would have State-provided growth measures; the district/BOCES does not have certain grades; the district/BOCES does not offer a specific subject; etc.

**Grade 6 Science Measure**

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

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

**Responses Selected:**



NYS Grade 5 ELA Assessment
NYS Grade 6 ELA Assessment
NYS Grade 7 ELA Assessment
NYS Grade 8 ELA Assessment
NYS Grade 5 Math Assessment
NYS Grade 6 Math Assessment
NYS Grade 7 Math Assessment
NYS Grade 8 Math Assessment
NYS Grade 8 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

#### Grade 7 Science Measure

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

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

#### Responses Selected:

NYS Grade 5 ELA Assessment
NYS Grade 6 ELA Assessment
NYS Grade 7 ELA Assessment
NYS Grade 8 ELA Assessment
NYS Grade 5 Math Assessment
NYS Grade 6 Math Assessment
NYS Grade 7 Math Assessment
NYS Grade 8 Math Assessment
NYS Grade 8 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

#### Grade 6 Social Studies Measure

Not Applicable

### Grade 7 Social Studies Measure

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

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

#### Responses Selected:

NYS Grade 5 ELA Assessment
NYS Grade 6 ELA Assessment
NYS Grade 7 ELA Assessment
NYS Grade 8 ELA Assessment
NYS Grade 5 Math Assessment
NYS Grade 6 Math Assessment
NYS Grade 7 Math Assessment
NYS Grade 8 Math Assessment
NYS Grade 8 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

### Grade 8 Social Studies Measure

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

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

#### Responses Selected:

NYS Grade 5 ELA Assessment
NYS Grade 6 ELA Assessment
NYS Grade 7 ELA Assessment
NYS Grade 8 ELA Assessment
NYS Grade 5 Math Assessment
NYS Grade 6 Math Assessment
NYS Grade 7 Math Assessment
NYS Grade 8 Math Assessment

NYS Grade 8 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

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

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

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

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

### Global 1 Measure

School- or BOCES-wide group, team, or linked results based on State/Regents assessments
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Indicate the assessment(s) used for the Global 1 school, or BOCES group, team, or linked results based on State assessments:

#### Responses Selected:

Global 2 Regents
US History Regents

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

**Page 6: Task 2.10 (All Other Courses), Task 2.11 (HEDI Scoring Bands), Task 2.12 (Teachers with More Than One Growth Measure), Task 2.13 (Assurances) and Task 2.14 (Use of the Optional Subcomponent and Student Performance Category Weighting)**

### 2.10) All Other Courses

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

For "All Other Courses" indicate the following:

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

To designate "All Courses Not Named Above":

**lowest grade = K, highest grade = 12, subject = All Courses Not Named Above**

*To list specific courses, follow the examples below*

K-3 Art:

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

Grades 9 - 12 English Electives:

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

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

	LOWEST GRADE	HIGHEST GRADE	SUBJECT	MEASURE
	K	4	All courses not named above	School- or BOCES-wide group, team, or linked results based on State/Regents assessments

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

**Responses Selected:**

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment
NYS Grade 4 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

**Responses Selected:**

<a href="#">Click to Add Another Course</a>
---

**Other Courses #2 Grade(s), Subject and Measure**

	LOWEST GRADE	HIGHEST GRADE	SUBJECT	MEASURE
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	5	8	All courses not named above	School- or BOCES-wide group, team, or linked results based on State/Regents assessments
--	---	---	-----------------------------	---

Indicate the assessment(s) used for the Other Courses #2 school, or BOCES group, team, or linked results based on State assessments:

**Responses Selected:**

NYS Grade 5 ELA Assessment
NYS Grade 6 ELA Assessment
NYS Grade 7 ELA Assessment
NYS Grade 8 ELA Assessment
NYS Grade 5 Math Assessment
NYS Grade 6 Math Assessment
NYS Grade 7 Math Assessment
NYS Grade 8 Math Assessment
NYS Grade 8 Science Assessment
Common Core English Regents
Common Core Geometry Regents
Living Environment Regents
Global 2 Regents
US History Regents

**Responses Selected:**

Click to Add Another Course
-----------------------------

**Other Courses #3 Grade(s), Subject and Measure**

	LOWEST GRADE	HIGHEST GRADE	SUBJECT	MEASURE
	9	12	All courses not named above	School- or BOCES-wide group, team, or linked results based on State/Regents assessments

Indicate the assessment(s) used for the Other Courses #3 school, or BOCES group, team, or linked results based on State assessments:

**Responses Selected:**

Common Core English Regents
Common Core Geometry Regents
Living Environment Regents

**No Responses Selected**

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

(No response)

**2.11) HEDI Scoring Bands**

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

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

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

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

**2.13) Assurances**

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

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

Assure that processes are in place for the superintendent to monitor SLOs.	Checked
Assure that the final Student Performance category rating for each teacher will be determined using the weights and growth parameters specified in Subpart 30-3 of the Rules of the Board of Regents.	Checked

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

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

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

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

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

Created: 04/30/2013

Last updated: 09/25/2015

Use the links above to move between pages in Task 3; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete.

For guidance on the Optional subcomponent of the Student Performance measure, see NYSED APPR Guidance:

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

### Page 1: Task 3.1

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

##### OPTIONAL SUBCOMPONENT

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

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

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

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

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

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

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



## Task 4. Teacher Observation Category

Created: 04/30/2013

Last updated: 10/27/2015

**Please note, within this section, task 4.1 may contain the rubric selection(s) from your plan as it existed on June 2, 2015.\* The remaining tasks in this section will not contain data from your previous plan and must be completed.**

*\* Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

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

### Page 1

#### 4.1) Teacher Practice Rubric

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

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

##### Rubric 1

Danielson's Framework for Teaching (2011 Revised Edition)

##### Rubric 2

N/A

#### 4.2) Assurances

Please check all of the boxes below:

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

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

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

All observable rubric components will be weighted equally and averaged.

#### 4.4) Calculating Observation Ratings

Please check the boxes below:

Assure that each set of observations (by supervisor/other trained administrator, independent, or peer) will be completed using the selected practice rubric, producing an overall score between 1 and 4. The overall weighted observation score will then be converted into a HEDI rating using the chart shown below.	Checked
Assure that once all observations are complete, the different types of observations will be combined using a weighted average consistent with the weights specified in task 4.5 below, producing an overall Observation category score between 0 and 4. In the event that a teacher earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned.	Checked
Assure that if the district is granted an annual Independent Evaluator Hardship Waiver by the Department, the second observation(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator.	Checked

#### Teacher Observation Scoring Bands

	Overall Observation Category Score and Rating	
	Minimum	Maximum
<b>H</b>	3.5 to 3.75	4.0
<b>E</b>	2.5 to 2.75	3.49 to 3.74
<b>D</b>	1.5 to 1.75	2.49 to 2.74
<b>I</b>	0	1.49 to 1.74

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

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective	3.50	4.00
Effective	2.50	3.49
Developing	1.50	2.49

Ineffective	0.00	1.49
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#### 4.5) Teacher Observation Subcomponent Weighting

##### Required Subcomponents:

- **Observations by Principal(s) or Other Trained Administrators: At least 80% of the Teacher Observation category score**
- **Observations by Impartial Independent Trained Evaluator(s)\*: At least 10%, but no more than 20% of the Teacher Observation category score**

##### Optional Subcomponent:

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

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

*\* If the district is granted an annual Independent Evaluator Hardship Waiver by the Department, this subcomponent will be satisfied through the use of one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator.*

	Principal - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Indicate the weighting of each subcomponent:	90%	10%	N/A

If your district has allocated weight to Peer Observer(s), please indicate the grades and subjects for which Peer Observers will be used:

(No response)

#### 4.6) Assurances

Please check all of the boxes below:

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

Assure that peer observer(s), as applicable, will be trained and selected by the district/BOCES.	Checked
Assure that at least one of the required observations will be unannounced.	Checked

#### 4.7) Number of Observations

##### Probationary Teachers

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

	Principal - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Unannounced	N/A	minimum of 1	N/A
Announced	minimum of 2	N/A	N/A

##### Tenured Teachers

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

	Principal - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Unannounced	N/A	minimum of 1	N/A
Announced	minimum of 1	N/A	N/A

#### 4.8) Observation Method

##### Probationary Teachers

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

##### Tenured Teachers

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

## Task 5. Overall Scoring (Teachers)

Created: 04/30/2013

Last updated: 10/27/2015

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

### Page 1

#### 5.1) Scoring Ranges

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

	Overall Student Performance Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
<b>H</b>	18	20
<b>E</b>	15	17
<b>D</b>	13	14
<b>I</b>	0	12

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

	Overall Observation Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
<b>H</b>	3.5 to 3.75	4.0
<b>E</b>	2.5 to 2.75	3.49 to 3.74
<b>D</b>	1.5 to 1.75	2.49 to 2.74
<b>I</b>	0	1.49 to 1.74

#### 5.2) Scoring Matrix for the Overall Rating

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

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

### 5.3) Assurances

Please check all of the boxes below:

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

## Task 6. Additional Requirements (Teachers)

Created: 04/30/2013

Last updated: 11/09/2015

Please note, within this section, tasks 6.2 (improvement plan), 6.4 (appeals language) and 6.6 (training language) may contain information from your plan as it existed on June 2, 2015.\* The remaining tasks in this section will not contain data from your previous plan and must be completed. Additionally, task 6.6 must be modified to address training of independent evaluators and, as applicable, peer observers.

\* Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.

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

### Page 1

#### 6.1) Assurances: Teacher Improvement Plans

Assure that the district/BOCES will formulate and commence implementation of a Teacher Improvement Plan (TIP) for all teachers who receive a Developing or Ineffective rating by October 1 following the school year for which such teacher's performance is being measured or as soon as practicable thereafter.	Checked
Assure that TIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, shall include: identification of needed areas of improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed, and, where appropriate, differentiated activities to support a teacher's improvement in those areas.	Checked

#### 6.2) Attachment: Teacher Improvement Plan Forms

As a required attachment to this APPR plan, upload the TIP forms that are used in the school district/BOCES. All TIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, must include:

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

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

[https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49388/4010320-Df0w3Xx5v6/appr\\_6.2%20Teacher%20Improvement%20Plan%20Form\\_wndijmL.docx](https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49388/4010320-Df0w3Xx5v6/appr_6.2%20Teacher%20Improvement%20Plan%20Form_wndijmL.docx)

#### 6.3) Assurance: Appeals

Please check the box below:

Assure the district/BOCES has collectively bargained appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked
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#### 6.4) Appeals

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

- (1) the substance of the annual professional performance review; which shall include the following:
  - (i) in the instance of a teacher rated Ineffective on the Student Performance category, but rated Highly Effective on the Observation category based on an anomaly, as determined locally;
- (2) the school district's/BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d; and
- (3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's/BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law §3012-d.

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

All tenured teachers who receive a rating of developing or ineffective on the APPR may appeal their evaluation and all non-tenured teachers who receive a rating of ineffective may appeal their evaluation. The available grounds for appeals are those enumerated in 3012-d of the Education Law.

Appeals concerning a teacher's performance review must be filed no later than 15 school days from the first day of school classes in September of the school year following the evaluation year.

Appeals concerning the issuance of an improvement plan must be filed with fifteen school days of the School District's alleged failure to comply with and of the requirements prescribed in applicable law and regulations for the issuance of improvement plans.

Appeals concerning implementation of the terms of an improvement plan must be filed within fifteen school days from the date of the School District's alleged failure to implement any of the terms of the plan.

The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the teacher's appeal. If the appeal is sustained, the superintendent may set aside a rating if it has been affected by substantial error or defect, modify a rating if it is affected by substantial error or defect or order a new evaluation if procedures have been violated.

A written decision on the merits of the appeal shall be rendered by the superintendent no later than 30 business days from the date upon which the teacher filed his or her appeal. The decision shall be based on a written record, comprised of the teacher's appeal papers and any documentary evidence accompanying the appeal, as well as the principal's response to the appeal and additional documentary evidence submitted with such papers. Such decision shall be final.

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

The 3012-d appeal procedure shall constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a teacher performance review and/or improvement plan. A teacher may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or improvement plan.

Failure by the professional staff member to adhere to the timelines outlined in the appeals process, without a documented medical reason, shall mean the unit member waives his/her right to an appeal.

Failure by the District to adhere to the timelines outlined in the appeals process, without a documented medical reason, shall mean the unit member's appeal is successful.

Nothing about the appeals process herein described shall prohibit the District from going forward with decisions to terminate a professional staff member or deny tenure, consistent with all applicable laws and regulations.

## 6.5) Assurance: Evaluators



The district/BOCES assures that all evaluators will be properly trained and lead evaluators will be certified on the below elements prior to completing a teacher's evaluation. Note: independent observers and peer observers need only be trained on elements 1, 2, and 4 below.

Checked

- (1) The New York State Teaching Standards, and their related elements and performance indicators and the Leadership Standards and their related functions, as applicable
- (2) Evidence-based observation techniques that are grounded in research
- (3) Application and use of the student growth percentile model and any other growth model approved by the Department as defined in section 30-3.2 of this Subpart
- (4) Application and use of the State-approved teacher rubric(s) selected by the district/BOCES for use in evaluations, including training on the effective application of such rubrics to observe a teacher's practice
- (5) Application and use of any assessment tools that the school district/BOCES utilizes to evaluate its classroom teachers
- (6) Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the district/BOCES to evaluate its teachers
- (7) Use of the Statewide Instructional Reporting System
- (8) The scoring methodology utilized by the Department and/or the district/BOCES to evaluate a teacher under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the teacher's overall rating and their category ratings
- (9) Specific considerations in evaluating teachers of English language learners and students with disabilities

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

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

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

The Superintendent will certify that lead evaluators and independent evaluators will be properly trained for certification and will maintain inter-rater reliability over time and that they are re-certified on a regular basis and receive updated training on any changes in the law, regulations or applicable collective bargaining agreements.

All training will be conducted by the Erie 2 BOCES staff, NYS Council of School Superintendents or any other entity that has expertise on the State's APPR law and regulation. The training will be on a schedule as recommended by the same. The training will include a process to maintain inter-rater reliability over time in accordance with NYSED guidance and protocols recommended in training for lead evaluators. The District anticipates that these protocols will include measure such as: data analysis, periodic comparisons of assessments; and/or annual calibration sessions across evaluators. The training will address all nine of the required elements found in section 30-3.10 (b) of Rule of the Board of Regents. Independent evaluators will receive the same training.

New lead evaluators and independent evaluators will receive 40 hours of training in the first two years and will receive a minimum of 3 hours of training each year beyond. All new evaluators and independent evaluators will receive a minimum of 20 hours of training prior to conducting a teacher evaluation. All lead evaluators and independent evaluators will be certified/re-certified yearly.

## 6.7) Assurances: Teacher Evaluation

Please check all of the boxes below:

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

## 6.8) Assurances: Assessments

Please check all of the boxes below:

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

## 6.9) Assurances: Data

Please check all of the boxes below:

Assure that SED will receive accurate teacher and student data, including enrollment and attendance data, and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with regulations, in a format and timeline prescribed by the Commissioner.	Checked
Assure that the district/BOCES provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.	Checked
Assure scores and ratings for all teachers will be reported to NYSED for each category, as well as the overall rating, as per NYSED requirements.	Checked
Assure that enrolled students in accordance with teacher of record policies are included and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked

# Task 7. Student Performance – Required Subcomponent

Created: 04/30/2013

Last updated: 10/27/2015

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

## Page 1

### REQUIRED SUBCOMPONENT

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

**(A) For a principal in grades 4-8 ELA, math and/or high school courses with State or Regents assessments (or principals of programs with any of these assessments) who have at least 30% of his/her students covered under a State-provided growth measure, such principal shall have a State-provided growth score based on such model.**

**(B) For a principal where less than 30% of his/her students are covered under the State-provided growth measure, such principal shall have a Student Learning Objective (SLO), consistent with the SLO process determined or developed by the Commissioner, that results in a student growth score; provided that, for any principal whose building or program includes courses that end in a State-created or administered assessment for which there is no State-provided growth model, such assessment must be used as the underlying assessment for such SLO.**

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

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

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

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

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

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

*Follow the examples below*

Grades K-6:

- lowest grade = K
- highest grade = 6

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

Grades 7-12:

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

### Grade Configuration #1

	GRADE FROM	GRADE TO
	5	8

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

#### Responses Selected:

NYS Grade 5 ELA Assessment
NYS Grade 6 ELA Assessment
NYS Grade 7 ELA Assessment
NYS Grade 8 ELA Assessment
NYS Grade 5 Math Assessment
NYS Grade 6 Math Assessment
NYS Grade 7 Math Assessment
NYS Grade 8 Math Assessment

#### Responses Selected:

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

### Grade Configuration #2

	GRADE FROM	GRADE TO
	9	12

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

#### Responses Selected:

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

#### No Responses Selected

#### No Responses Selected

## 7.1) Assurances

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

## 7.2) STUDENT LEARNING OBJECTIVES

SLOs must be used for principals in buildings or programs in which fewer than 30% of students take Grades 4-8 ELA, math, and/or high school courses with State or Regents assessments. SLOs will be developed using the assessments covering the most students in the school or program and continuing until at least 30% of students in the school or program are covered by SLOs. For guidance on SLOs, see NYSED SLO Guidance: <https://www.engageny.org/resource/appr-3012-d>. The district/BOCES must select the type of assessment that will be used with the SLO from the options below.

- If any grade/course in the building has a State-provided growth measure AND the principal must have SLOs because fewer than 30% of students in the building are covered, then the SLOs must begin first with the SGP results.
- Additional SLOs must then be set based on grades/subjects with State assessments for which there is no State-provided growth measure, where applicable.
- If additional SLOs are necessary, principals must begin with the grade(s)/course(s) that have the largest number of students using school-wide student results from one of the following assessment options:
  - State-approved 3<sup>rd</sup> party assessment; or
  - State-approved district, regional, or BOCES-developed assessment.

For each grade configuration indicate the following:

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

Follow the example below

Grades K-3:

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

### Grade Configuration #1 Grades and Measure

	GRADE FROM	GRADE TO	MEASURE
	K	4	State or Regents assessment

### Grade Configuration #1 State or Regents Assessment Name(s)

Responses Selected:

NYS Grade 3 ELA Assessment
NYS Grade 4 ELA Assessment
NYS Grade 3 Math Assessment
NYS Grade 4 Math Assessment

### 7.3) HEDI Scoring Bands

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

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

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

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

### 7.5) Assurances

Please check all of the boxes below:

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

### 7.6) Student Performance Subcomponent Weighting

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

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

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



## Task 8. Student Performance – Optional Subcomponent

Created: 04/30/2013

Last updated: 09/24/2015

Use the links above to move between pages in Task 8; be sure to click 'Save & Continue Editing' before moving to another page. The 'Next' button at the bottom of the page can be used to move forward only when the current page is complete.

For guidance on the Optional subcomponent of the Student Performance category, see NYSED APPR Guidance:

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

### Page 1: Task 8.1

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

##### OPTIONAL SUBCOMPONENT

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

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

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

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

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

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

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

## Task 9. Principal School Visit Category

Created: 04/30/2013

Last updated: 10/27/2015

**Please note, within this section, task 9.1 may contain the rubric selection(s) from your plan as it existed on June 2, 2015.\* The remaining tasks in this section will not contain data from your previous plan and must be completed.**

*\* Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.*

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

### Page 1

#### 9.1) Principal Practice Rubric

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

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

##### Rubric 1

The Reeves Leadership Performance Matrix

##### Rubric 2

N/A

#### 9.2) Assurances

Please check all of the boxes below:

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

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

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

All observable rubric components will be weighted equally and averaged.

## 9.4) Calculating School Visit Ratings

Please check the boxes below:

Assure that each set of school visits (by supervisor/other trained administrator, independent, or peer) will be completed using the selected practice rubric, producing an overall score between 1 and 4. The overall weighted school visit score will be converted into a HEDI rating using the chart shown below.	Checked
Assure that once all school visits are complete, the different types of school visits will be combined using a weighted average consistent with the weights specified in task 9.5 below, producing an overall School Visit category score between 0 and 4. In the event that a principal earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned.	Checked
Assure that if the district is granted an annual Independent Evaluator Hardship Waiver by the Department, the second school visit(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor their designee.	(No response)

## Principal School Visit Scoring Bands

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

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

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective	3.50	4.00

Effective	2.50	3.49
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Developing	1.50	2.49
Ineffective	0.00	1.49

### 9.5) Principal School Visit Subcomponent Weighting

#### Required Subcomponents:

- **School Visits by Supervisor(s) or other Trained Administrator(s): At least 80% of the Principal School Visit category score**
- **School Visits by Impartial Independent Trained Evaluator(s)\*: At least 10%, but no more than 20% of the Principal School Visit category score**

#### Optional Subcomponent:

- **School Visits by Trained Peer Observer(s): No more than 10% of the Principal School Visit category score when selected**
- Please be sure the total of the weights indicated equals 100%.**

*\* If the district is granted an annual Independent Evaluator Hardship Waiver by the Department, this subcomponent will be satisfied through the use of one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor or their designee.*

	Supervisor - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Indicate the weighting of each subcomponent:	90%	10%	N/A

If your district has allocated weight to Peer Observer(s), please indicate the grades and subjects for which Peer Observers will be used:

(No response)

### 9.6) Assurances

Please check all of the boxes below:

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

Assure that independent evaluator(s) will be trained and selected by the district/BOCES.	Checked
Assure that peer observer(s), as applicable, will be trained and selected by the district/BOCES.	Checked
Assure that at least one of the required school visits will be unannounced.	Checked
Assure that school visits will not be conducted via video.	Checked

## 9.7) Number of School Visits

### Probationary Principals

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

	Supervisor - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Unannounced	N/A	1	N/A
Announced	2	N/A	N/A

### Tenured Principals

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

	Supervisor - required	Independent Evaluator(s) - required	Peer Observer(s) - optional
Unannounced	N/A	1	N/A
Announced	1	N/A	N/A

## Task 10. Overall Scoring (Principals)

Created: 04/30/2013

Last updated: 10/27/2015

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

### Page 1

#### 10.1) Scoring Ranges

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

	Overall Student Performance Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
<b>H</b>	18	20
<b>E</b>	15	17
<b>D</b>	13	14
<b>I</b>	0	12

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

	Overall School Visit Category Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
<b>H</b>	3.5 to 3.75	4.0
<b>E</b>	2.5 to 2.75	3.49 to 3.74
<b>D</b>	1.5 to 1.75	2.49 to 2.74
<b>I</b>	0	1.49 to 1.74

#### 10.2) Scoring Matrix for the Overall Rating

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

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

### 10.3) Assurances

Please check all of the boxes below:

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

# Task 12. Joint Certification of APPR Plan

Created: 04/30/2013

Last updated: 11/13/2015

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## Page 1

Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using this form: [APPR District Certification Form](#). Please note that Review Room timestamps each revision and signatures cannot be dated earlier than the last revision.

<https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49456/4010332-JbgOrIWgSI/APPR%20Signatures%202015.docx>

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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.



# Task 11. Additional Requirements - Principals

Created: 04/30/2013

Last updated: 11/10/2015

Please note, within this section, tasks 11.2 (improvement plan), 11.4 (appeals language) and 11.6 (training language) may contain information from your plan as it existed on June 2, 2015.\* The remaining tasks in this section will not contain data from your previous plan and must be completed. Additionally, task 11.6 should be modified to address training of independent evaluators and, as applicable, peer observers.

\* Please note that documents and language will not be pre-populated into the plan if your district/BOCES chose to start with a blank application.

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

## Page 1

### 11.1) Assurances: Improvement Plans

Please check the boxes below:

Assure that the district/BOCES will formulate and commence implementation of a Principal Improvement Plan (PIP) for all principals who receive a Developing or Ineffective rating by October 1 following the school year for which such principal's performance is being measured or as soon as practicable thereafter.	Checked
Assure that PIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, shall include: identification of needed areas of improvement, a timeline for achieving improvement, the manner in which the improvement will be assessed, and, where appropriate, differentiated activities to support a principal's improvement in those areas.	Checked

### 11.2) Attachment: Principal Improvement Plan Forms

As a required attachment to this APPR plan, upload the PIP forms that are used in the school district/BOCES. All PIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, must include:

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

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

[https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49338/4010330-Df0w3Xx5v6/appr\\_11.2-Principal%20Improvement%20Plan%203012-d\\_zGspZg5.docx](https://NYSED-APPR3.fluidreview.com/media/assets/survey-uploads/49338/4010330-Df0w3Xx5v6/appr_11.2-Principal%20Improvement%20Plan%203012-d_zGspZg5.docx)

### 11.3) Assurance: Appeals

Please check box below:

Assure the district/BOCES has collectively bargained appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.	Checked
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### 11.4) Appeals

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

- (1) the substance of the annual professional performance review; which shall include the following:
  - (i) in the instance of a principal rated Ineffective on the student performance category, but rated Highly Effective on the school visit category based on an anomaly, as determined locally;
- (2) the school district's/BOCES' adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d; and
- (3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as well as the school district's/BOCES' issuance and/or implementation of the terms of the teacher or principal improvement plan, as required under Education Law §3012-d.

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

All tenured principals that are developing or ineffective may file an appeal and all probationary principals who are ineffective may file an appeal. The available grounds for appeal are those enumerated in section 3012-d of the Education Law. Appeals concerning a principal's performance review must be filed no later than fifteen (15) days from the first day of school classes in September of the school year following the evaluation year.

Appeals concerning the issuance of an improvement plan must be filed within fifteen (15) days of the School District's alleged failure to comply with any of the requirements prescribed in applicable law and regulations for the issuance of improvement plans. Appeals concerning implementation of the terms of an improvement plan must be filed within fifteen (15) days from the date of the School District's alleged failure to implement any of the terms of the plan.

Within five (5) working days of receiving the appeal, the superintendent will schedule an informal meeting with the principal making the appeal and will make a decision within the same five days. The principal may bring a union representative to this meeting. The meeting will be held within five (5) work days of the filing of the appeal.

The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the principal's appeal. If the appeal is sustained, the superintendent may set aside a rating if it has been affected by substantial error or defect, modify a rating if it is affected by substantial error or defect or order a new evaluation if procedures have been violated.

A written decision on the merits of the appeal shall be rendered by the superintendent no later than 30 business days from the date upon which the principal filed his or her appeal. The decision shall be based on a written record, comprised of the principal's appeal papers and any documentary evidence accompanying the appeal. A copy of the decision shall be provided to the principal.

The second stage appeals process for a principal having an "ineffective" or "developing" rating shall have the right to the following appeal procedure:

All appeals beyond the superintendent must be submitted in writing to the superintendent and the Gowanda Administrators' Association no later than fifteen (15) calendar days of the date when the principal receives their first stage decision from the superintendent. The failure to file an appeal within these timeframes shall be deemed a waiver of the right to appeal and the appeal shall be deemed abandoned.

When filing an appeal, the identical documents that were first submitted by the principal and the responses prepared by the superintendent are the only documents that shall be considered in the second stage appeal. In an appeal, the principal has the burden of demonstrating a clear legal right to the relief requested and the burden of establishing the facts upon which petitioner seeks relief.

Within fifteen (15) calendar days of receipt of an appeal, the school district and Gowanda Administrators' Association will assign a mutually agreed upon independent hearing officer to consider the second stage appeal. The cost of the independent hearing officer shall be borne

equally by the District and the Association. A decision shall be rendered by the independent hearing officer.

A written decision on the merits of the appeal shall be rendered no later than thirty (30) calendar days from the date upon which the principal filed his or her second stage appeal. The appeal shall be based on a written record, comprised of the principal's appeal papers and any documentary evidence accompanying the appeal, as well as the superintendent's response to the appeal and additional documentary evidence submitted with such papers.

The decision shall set forth the reasons and factual basis for each determination on each of the specific issues raised in the principal's appeal. If the appeal is sustained, the independent hearing officer may set aside a rating if it has been affected by substantial error or defect, modify a rating if it is affected by substantial error or defect or order a new evaluation if procedures have been violated. A copy of the decision shall be provided to the principal, the superintendent or the person responsible for either issuing or implementing the terms of an improvement plan and the superintendent. The decision of the independent hearing officer shall be final.

The 3012-d appeal procedure shall constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a principal performance review and/or improvement plan. A principal may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to a professional performance review and/or improvement plan.

Failure by the professional staff member to adhere to the timelines outlined in the appeals process, without a documented medical reason, shall mean the unit member waives his/her right to an appeal.

Failure by the District to adhere to the timelines outlined in the appeals process, without a documented medical reason, shall mean the unit member's appeal is successful.

Nothing about the appeals process herein described shall prohibit the District from going forward with decisions to terminate a professional staff member or deny tenure, consistent with all applicable laws and regulations.

### 11.5) Assurance: Evaluators

The district/BOCES assures that all evaluators will be properly trained and lead evaluators will be certified on the below elements prior to completing a principal's evaluation. Note: independent observers and peer observers need only be trained on elements 1, 2, and 4 below.	Checked
--	---------

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

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

(3) Application and use of the student growth percentile model and any other growth model approved by the Department as defined in section 30-3.2 of this Subpart

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

- (5) Application and use of any assessment tools that the school district/BOCES utilizes to evaluate its building principals
- (6) Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the district/BOCES to evaluate its principals
- (7) Use of the Statewide Instructional Reporting System
- (8) The scoring methodology utilized by the department and/or the district/BOCES to evaluate a principal under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the principal's overall rating and their category ratings
- (9) Specific considerations in evaluating principals of English language learners and students with disabilities

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

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

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

The Board of Education will certify that lead evaluators and independent evaluators will be properly trained for certification and will maintain inter-rater reliability over time and that they are re-certified on a regular basis and receive updated training on any changes in the law, regulations or applicable collective bargaining agreements.

All training will be conducted by the Erie 2 BOCES staff, NYS Council of School Superintendents or any other entity that has expertise on the State's APPR law and regulation. The training will be on a schedule as recommended by the same. The training will include a process to maintain inter-rater reliability over time in accordance with NYSED guidance and protocols recommended in training for lead evaluators. The District anticipates that these protocols will include measure such as: data analysis, periodic comparisons of assessments; and/or annual calibration sessions across evaluators. The training will address all nine of the required elements found in section 30-3.10 (b) of Rule of the Board of Regents. Independent evaluators will receive the same training.

New lead evaluators and independent evaluators will receive 40 hours of training in the first two years and will receive a minimum of 3 hours of training each year beyond. All new evaluators and independent evaluators will receive a minimum of 20 hours of training prior to conducting an evaluation. All lead evaluators and independent evaluators will be certified/re-certified yearly.

## 11.7) Assurances: Principal Evaluation

Please check all of the boxes below:

Assure that the district/BOCES shall compute and provide to the principal their score and rating for the Student Performance category, if available, and for the Principal School Visit category for a principal's Annual Professional Performance Review, in writing, no later than the last school day of the school year for which the principal is being measured, but in no case later than September 1 of the school year next following the school year for which the principal's performance is being measured.	Checked
Assure that the evaluation system will be used as a significant factor for employment decisions.	Checked

Assure that principals will receive timely and constructive feedback as part of the evaluation process.	Checked
Assure that the following prohibited elements listed in Education Law §3012-d(6) are not being used as part of any principal's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of principal practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of principal effectiveness; any district or regionally-developed assessment that has not been approved by the department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner.	Checked
Assure that if the district is granted an annual Independent Evaluator Hardship Waiver by the Department, the second school visit(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the supervisor or other trained administrator.	Checked

### 11.8) Assurances: Assessments

Please check all of the boxes below:

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

### 11.9) Assurances: Data

Please check all of the boxes below:

Assure that SED will receive accurate teacher and student data, including enrollment and attendance data, and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with regulations, in a format and timeline prescribed by the Commissioner.	Checked
Assure that the district/BOCES provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.	Checked
Assure scores and ratings for all principals will be reported to NYSED for each category, as well as the overall rating, as per NYSED requirements.	Checked
Assure that enrolled students in accordance with policies for student assignment to schools and may not be excluded.	Checked
Assure that procedures for ensuring data accuracy and integrity are being utilized.	Checked

**Gowanda 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” in accordance with Education Law 3012-d. The plan must be developed by the Superintendent or his/her designee who determine the strategies to be undertaken to correct the deficiencies and help return the teacher’s performance to achieve a higher HEDI rating.

Teacher \_\_\_\_\_ Grade/Subject \_\_\_\_\_  
Evaluator \_\_\_\_\_ Date \_\_\_\_\_

**List the area(s) needing improvement. If there is more than one (maximum of 3), indicate the priority order for addressing each:**

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 improvement** in the HEDI rating.

Describe the **differentiated activities**, materials, resources and supports the District will make available as described in the current APPR plan.

The teacher and evaluator shall meet \_\_\_\_\_ to **assess the effectiveness and appropriateness** of progress in the TIP in assisting the teacher to achieve the goals set forth in the TIP.

Evaluator’s Signature \_\_\_\_\_ Date \_\_\_\_\_

Teacher’s Signature \_\_\_\_\_ Date \_\_\_\_\_

For each meeting held, complete comment section below.

Meeting Date \_\_\_\_\_

Evaluator's Comments:

Teacher's Comments:

Meeting Date \_\_\_\_\_

Evaluator's Comments:

Teacher's Comments:

Meeting Date \_\_\_\_\_

Evaluator's Comments:

Teacher's 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. A new TIP will be developed.

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 the evaluator. Teachers shall have the right to insert written explanation or response to written feedback of the evaluator within ten (10) school days after having received a signed copy of the "**Recommendation for Results of TIP,**" which may be considered during the negotiated appeals process.



**Gowanda Central School District  
Principal Improvement Plan**

Name of Principal \_\_\_\_\_

School Building \_\_\_\_\_ Academic Year \_\_\_\_\_

Deficiency that promulgated the "ineffective" or "developing" performance rating:

Areas of Improvement:

Action Steps/Differentiated Activities:

Timeline for completion:

Required and Accessible Resources, including identification of responsibility for provision:

Dates of formative evaluation on progress (lead evaluator and principal initial each date to confirm the meeting):

December:

March:

Other:

Evidence to be provided for Goal Achievement:

Assessment Summary: Superintendent is to attach a narrative summary of improvement progress, including verification of the provision of support and resources as outlined above no later than April 15<sup>th</sup> of each year. Such summary shall be signed by the superintendent and principal with the opportunity for the principal to attach comments.

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

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

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that upon information and belief, all statements made herein are true and accurate and that any applicable collective bargaining agreements for teachers and principals are consistent with and/or have been amended and/or modified or otherwise resolved to the extent required by Article 14 of the Civil Service Law, as necessary to require that all classroom teachers and building principals will be evaluated using a comprehensive annual evaluation system that rigorously adheres to Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

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

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

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

- Assure that the evaluation system will be used as a significant factor for employment decisions and teacher and principal development
- Assure that the entire APPR review will be completed for each teacher or principal as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the classroom teacher or building principal's performance is being measured
- Assure that the district or BOCES shall compute and provide to the teacher/principal their score and rating on the Student Performance category, if available, for the Teacher Observation category or Principal School Visit Category for a teacher's or principal's annual professional performance review, in writing, no later than the last day of the school year for which the teacher or principal is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is measured  
Assure that the APPR Plan will be filed in the district office and made available to the public on the district's or BOCES' website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall later occur
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner  
Assure that the district or BOCES will report the individual category and subcomponent scores and the overall rating for each classroom teacher and building principal in a manner prescribed by the Commissioner  
Certify that the district provides an opportunity for every classroom teacher and building principal to verify the subjects and/or student rosters assigned to them
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English language learners and students with disabilities
- Assure that educators who receive a Developing or Ineffective rating will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter
- Assure that such improvement plan shall be developed by the superintendent or his/her designee in the exercise of

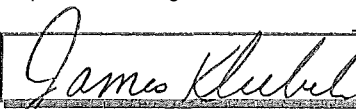
their pedagogical judgment

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

#### Signatures, dates


Superintendent Signature:

Date:

 11-13-15

Teachers Union President Signature:

Date:

 11-19-15

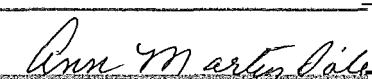
Administrative Union President Signature:

Date:

 11-13-15

Board of Education President Signature:

Date:

 11-13-15