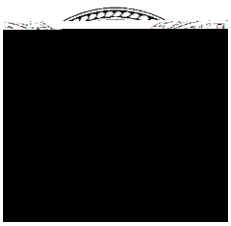

-d and Subpart 30-3 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR plan. If any material changes are made to your approved plan, your 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 teachersô or principalsô 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,

Page Last Modified: 09/27/2018

2.3) Grade 3 ELA and Math: Assessments (Original)

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

For guidance on SLOs, see NYSED SLO Guidance.

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 grade 3 ELA and math; grades 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*

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

	Grade 3 ELA	**Grade 3 Math**
State Assessment	Grade 3 ELA	Grade 3 Math

2.4) Grades 4 and 8 Science: Assessments (Original)

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

For guidance on SLOs, see NYSED SLO Guidance.

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 grade 3 ELA and math; grades 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*

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

	Grade 4 Science	Grade 8 Science
State or Regents Assessment(s)	Common branch	Grade 8 Science and Living Environment Regents

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

Note: Additional high school courses may be includedin the "All Other Courses" section of this form (Task 2.10).

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

For guidance on SLOs, see NYSED SLO Guidance.

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 grade 3 ELA and math; grades 4 and 8 science; high school math, science, and social studies 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*

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

	Global 2	**US History**
Regents Assessment	Global 2 Regents	US History Regents

	Living Environment	**Earth Science**	Chemistry	Physics
Regents Assessment	Living Environment Regents			

Annual Professional Performance Review - Education Law §3012-d

Task 2. Original Student Performance - Required (Teachers) - Original Task 2.7 (K-2 ELA/Math)

Page Last Modified: 09/27/2018

	Measure	State or Regents Assessment(s)	Locally-Develop2	
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		☑ ☑ ☑ ☑ ☑		

Annual Professional Performance Review - Education Law §3012-d

Task 2. Original Student Performance - Required (Teachers) - Original Tasks 2.8 (6-8 SCI/SS) 2.9 (Global 1)

		☑		

Assessment(s)64a

Assessment(s)64a

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Page Last Modified: 09/27/2018

Grade From	**Grade To**	**Subject**	Measure	State or Regents Assessment(s)	Locally-developed Course-Specific Assessment(s)	Third Party Assessment(s)
				Regents		
K	8	Reading	District- or BOCES-wide results	☐ ELA Regents ☑ Living Environment Regents ☑ Physics Regents ☑ US History Regents		
K	3	Special Education	District- or BOCES-wide results	☑ ELA Regents ☑ Living Environment Regents ☑ Physics Regents ☑ US History Regents		
9	12	Special Education	School- or program-wide group, team, or linked results	☑ ELA Regents ☑ Living Environment Regents ☑ Physics Regents ☑ US History Regents		
K	12	Speech	District- or BOCES-wide results	☑ ELA Regents ☑ Living Environment Regents ☑ Physics Regents ☑ US History Regents		
7	12	Technology	District- or BOCES-wide results	☑ ELA Regents ☑ Living Environment Regents ☑ Physics Regents ☑ US History Regents		
K	2	ELL	Teacher-specific results	☑ NYSESLAT		
3	8	ELL	Teacher-specific results	☑ NYSESLAT		
9	12	ELL	Teacher-specific results	☑ NYSESLAT		

Please check the boxes below.

- ☑ 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.
- ☑ 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 learner status and prior academic history.
- ☑ Assure that all growth targets are approved by the superintendent or another trained administrator.
- ☑ 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.
- ☑ 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.
- ☑ Assure that processes are in place for the superintendent to monitor SLOs.
- ☑ 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 and the approved APPR plan.

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 if the Optional subcomponent will be used by making the appropriate selection below.

NO, the Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

Page Last Modified: 09/27/2018

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

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 orguidance on the use ofalternate SLOs during the transition period, see NYSED APPR Guidance.

During the 2016-17 through 2018-19 school years, pursuant to the requireud, see NY>r7YDPl years, pursuant to the requireD.48 re 482pply du41 Tf 0.5 -3 Td (Task 2)

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Page Last Modified: 09/27/2018

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.

Page Last Modified: 09/27/2018

Teacher Observation Scoring Bands

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

HEDI Ranges

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

Page Last Modified: 09/27/2018

Please indicate the weight of each observation type and be sure the total of the weights indicated equals 100%.

Required - Principal/ Administrator	Required - Independent Evaluator(s)	Optional - Peer Observer(s)	Grades and subjects for which Peer Observers will be used
80%	20%	N/A	(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.
- ☑ 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.
- ☑ Assure that the Annual Professional Performance Review (APPR) plan for teachers does not rely solely on student growth or achievement on state assessments or other standardized assessments to determine a teacher's overall score or rating on the measures of teacher practice or professional responsibilities, and that the APPR plan for teachers includes measures of teacher practice and professional responsibilities that are based on multiple observations by trained and certified evaluators employed in the district, and that may include, but are not limited to, measures of student growth or achievement, as appropriate, on district-wide or building-level assessments; student work samples; pupil portfolios; teacher practice and professional responsibilities rubrics; and/or teacher 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; and/or use of professional goal-setting as evidence of teacher effectiveness. Consistent with Subpart 30-3 of the Rules of the Board of Regents, assure that points shall not be allocated based on any artifacts, unless such artifact constitutes evidence of an otherwise observable rubric subcomponent. e teacher is not employed in the same school building, as defined by BEDS code, as the teacher(s) they are evaluating.

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

TEACHER APPEAL PROCEDURES

Section 3012-d of the- Education Law establishes a comprehensive annual evaluation system for Teachers, as well as the issuance and implementation of improvement plans for Teachers whose performance is assessed as either developing or ineffective. To the extent that a Teacher wishes to challenge a performance review and/or improvement plan under the evaluation system, the law requires the establishment of an appeals procedure.

APPEALS OF INEFFECTIVE AND DEVELOPING RATINGS ONLY

Appeals of annual professional performance reviews will be limited to those that rate a Teacher as ineffective or developing only.

WHAT MAY BE CHALLENGED IN AN APPEAL

Appeal procedures will limit the scope of appeals under Education Law §3012-d of the following subjects:

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

1. 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 adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d.

(3) the adherence to the Commissioner's regulations, as applicable to such reviews;

(4) compliance with any applicable locally negotiated procedures applicable to annual professional performance reviews or improvement plans; and

(5) the school district's issuance and/or implementation of the terms of a Teacher improvement plan under Education Law §3012-d.

PROHIBITION AGAINST MORE THAN ONE APPEAL

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

BURDEN OF PROOF

In an appeal, the Teacher 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.

TIMEFRAME FOR FILING APPEAL

All appeals must be submitted in writing no later than 15 school days after date the Teacher receives his/her annual professional performance review. If a Teacher is challenging the issuance of a Teacher improvement plan, an appeal must be filed within 15 school days of issuance of such plan. If a Teacher is challenging the implementation of a Teacher improvement plan, an appeal must be filed within 15 school days of the failure of the District to implement any component of the plan. The failure to file an appeal within these timeframes shall be deemed a waiver of the right of appeal and the appeal shall be deemed abandoned.

When filing an appeal, the Teacher must submit to the Superintendent of Schools or a designee if the Superintendent is unavailable a detailed written description of the specific areas of disagreement over the performance review, or the issuance and/or implementation of the terms of the improvement plan and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged within the 15 days must also be submitted with the appeal. Any information not submitted at the time the appeal is filed shall not be considered.

TIMEFRAME-FOR DISTRICT RESPONSE

Within 15 school days of receipt of an appeal, the District staff members who issued the performance review or were responsible for either the issuance and/or implementation of the terms of the teacher's improvement plan must submit a detailed written response to the appeal.

The response must include any and all additional documents or written materials specific to the point(s) of disagreement that support the District's response and are relevant to the resolution of the appeal. Any such information that is not submitted at the time the response is filed shall not be considered in the deliberations related to the resolution of the appeal. The Teacher initiating the appeal shall receive a copy of the response filed by the District, and any and all additional information, submitted with the response, at the same time the District files its response.

DECISION-MAKER ON APPEAL

A final decision shall be rendered by the superintendent of schools or his/her designee. An appeal may not be decided by the same administrator responsible for making the final rating decision.

GRIEVANCE FOR PROCEDURAL VIOLATIONS ONLY

A delay up to four school days to satisfy a deadline in the APPR plan shall be deemed de minimus, and shall not be considered a procedural violation. Teachers may grieve only the procedural aspects of their APPR, only in accordance with this provision.

The parties agree that a teacher may not grieve both the procedure and appeal the APPR evaluation for the same school year based on the same alleg procedural violation, but must select one remedy, if applicable.

DECISION

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

Page Last Modified: 09/27/2018

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 rating if procedures have been violated. A copy of the decision shall be provided to the Teacher and the evaluator or the person responsible for either issuing or implementing the terms of an improvement plan, if that person is different.
EXCLUSIVITY OF SECTION 3012-D APPEAL PROCEDURE
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 or judicial procedures for the resolution of challenges and appeals related to a professional performance review and/or improvement plan, except as otherwise authorized by law.

6.5) Assurance: Evaluators

Please check the box below.

☑ 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.

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

The process for training evaluators, including impartial and independent observers and peer observers, and certifying and re-certifying lead evaluators must inclu

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; and
4) the nature (content) and the duration (how many hours, days) of such training.

Describe the process for training evaluators, including impartial and independent observers and peer observers, and certifying and re-certifying lead evaluators.

Page Last Modified: 09/27/2018

Task 7) Original Required Student Performance Subcomponent 27/2018 T

Page Last Modified: 09/27/2018

Using the table below, please select the assessment(s) that will be used for the back-up SLOs beginning in the 2019-20 school year for each grade configuration listed. The SLO will be based on the largest grades/courses in the principal's school building, using State or Regents assessments as9, 44
State-Plye/ 0 TcB[S i 6524.9 422. rsk k0 149.5 on the largest grades/coursesdTask 7.1 (State-Plye/ dState> j s)Ge larFrom-Plye/ dState>

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Page Last Modified: 09/27/2018

7.2) Student Learning Objectives (Original)

For guidance on SLOs, see NYSED SLO Guidance.

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

Page Last Modified: 09/27/2018

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 (Original)

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

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 Requi 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/B must weight proportionately based on the number of students in each SLO (or in the State-provided growth measure and the SLO).

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.
- ☑ 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.
- ☑ Assure that all growth targets are approved by the superintendent or another trained administrator.
- ☑ 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.
- ☑ 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.
- ☑ Assure that processes are in place for the superintendent to monitor SLOs.
- ☑ 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 and the approved APPR plan.

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 if the Optional subcomponent will be used by making the appropriate selection below.

NO, the Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

Page Last Modified: 09/27/2018

Task 8) Optional Student Performance Subcomponent

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

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 if the Optional subcomponent will be used by making the appropriate selection below.

NO, the Optional subcomponent WILL NOT be used in the Student Performance category for any principal.

Principal School Visit Scoring Bands

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

HEDI Ranges

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

	Minimum Rubric Score	Maximum Rubric Score
Effective:	2.50	3.49

	Minimum Rubric Score	Maximum Rubric Score
Developing:	1.50	2.49

	Minimum Rubric Score	Maximum Rubric Score
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

* If the district is granted an annual Rural/Single Building District 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 t performed by the Superintendent/supervisor or their designee.

Please indicate the weight of each school visit type and be sure the total of the weights indicated equals 100%.

Page Last Modified: 09/27/2018

Required - Supervisor/ Administrator	Required - Independent Evaluator(s)	Optional - Peer Observer(s)	Grade configurations for which Peer Observers will be used
80%	20%	N/A	(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.
- ☑ 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.
- ☑ 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; and/or use of professional goal-setting as evidence of principal effectiveness. Consistent with Subpart 30-3 of the Rules of the Board of Regents, assure that points shall not be allocated based on any artifacts, unless such artifact constitutes evidence of an otherwise observable rubric subcomponent.
- ☑ Assure that the length of all school visits for principals will be conducted pursuant to the locally-determined durations.
- ☑ Assure that independent evaluator(s) will be trained and selected by the district/BOCES.
- ☑ Assure that peer observer(s), as applicable, will be trained and selected by the district/BOCES.
- ☑ Assure that at least one of the required school visits will be unannounced.
- ☑ Assure that school visits will not be conducted via video.

9.7) Number of School Visits

Indicate the minimum number of unannounced and announced school visits for each type of observer in the tables below.

Tenured Principals

	Required - Supervisor/ Administrator: Minimum school visits	Required - Independent Evaluator(s): Minimum school visits	Optional - Peer Observer(s): Minimum school visits
Unannounced	0	1	0
Announced	1	0	0

Probationary Principals

	Required - Supervisor/ Administrator: Minimum school visits	Required - Independent Evaluator(s): Minimum school visits	Optional - Peer Observer(s): Minimum school visits
Unannounced	0	1	0
Announced	2	0	0

Page Last Modified: 09/28/2018

For guidance on additional requirements for principals, see NYSED APPR Guidance.

11.1) Assurances: Improvement Plans

Please check each of 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.
- ☑ Assure that PIP plans developed and implemented by the superintendent or his/her designee, in the exercise of their pedagogical judgment, and subject to collective bargaining to the extent required under article 14 of the Civil Service Law, 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.

11.2) Attachment: Principal Improvement Plan Forms

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.

As a required attachment to this APPR plan, upload the PIP forms that are used in the school district/BOCES.

Westbury_Principals_Improvment_Plan.pdf

11.3) 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.

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 anom 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;

(3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as required under Education Law 3 and Subpart 30-3 of the Rules of the Board of Regents; and

(4) the school district's/BOCES' issuance and/or implementation of the terms of the principal improvement plan, as required under Education Law §3012-d and S 30-3 of the Rules of the Board of Regents.

Page Last Modified: 09/28/2018

Describe the process for training evaluators, including impartial and independent observers and peer observers, and c0 4 - Su2rc/yre-cgance eadaining eval.8/2018

Page Last Modified: 10/04/2018

Task 12) Upload APPR District Certification Form

Please Note: SED Monitoring timestamps each revision and signatures cannot be dated earlier than the last revision. To ensure the accuracy of the timestamp o each task, please submit from Task 12 only.

Exhibit B

TEACHER IMPROVEMENT PLAN

Name: Tenure:_____Non-Tenure:_____

School: School Year:

(1) AREA(S) IN NEED OF IMPROVEMENT

(2) TIMELINE FOR ACHIEVING IMPROVEMENT

(3) DIFFERENTIATED ACTIVITIES TO SUPPORT IMPROVEMENT

(4) MANNER OF

_____ _____

_____ _____

EXHIBIT A

The area or areas in need of improvement shall be drawn from the evaluation criteria of this APPR.

The Administrator's PIP shall be in place within ten school days of the start of the school year.

The Superintendent of Schools or his or her designee shall meet with the Administrator on the PIP: (1) prior to its implementation for the purpose of developing the PIP, (2) at the 1/3 point of the PIP to discuss the administrator's progress on the PIP and provide written feedback to the administrator regarding progress towards PIP goals; (3) at the 2/3 point of the PIP to discuss the administrator's progress on the PIP and provide written feedback to the administrator regarding progress towards PIP goals; and (4) within ten days following the end of the PIP to review the administrator's performance on the PIP to provide a written summary of the administrator's progress.

The time line for achieving improvement shall be the entire school year.

A statement of differentiated activities to support improvement that shall be developed by the

Superintendent of Schools and/or his or her designee after consultation with the Principal on the PIP that may include, but shall not be limited to: working with mentors at no cost to the principal, in-service training at no cost to the principal, educational conferences and reference to professional writings based upon scientific research at no cost to the principal, collaboration with administrative colleagues.

The manner of assessment of improvement that shall be developed by the Superintendent of Schools and/or his or her designee after consultation with the Principal and may be in the nature of direct observation, review of materials (where applicable), review of behaviors (where applicable), attention to educational directives (where applicable), and student progress based upon the measure as determined by the state and locally under this APPR (where applicable).

available, and for the Teacher Observation category or Principal School Visit Category of their annual professional performance reviews, 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 [illegible] teacher's or principal's performance is measured, and that the entire APPR 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 beginning in the 2019-20 school year, the entire APPR 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 beginning in the 2019-20 school year, the district or BOCES shall compute and provide to the teacher/principal his or her score and rating on the Student Performance category, if available, and the Teacher Observation category or Principal School Visit Category, of 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 website no later than September 15th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall occur later;
- Assure that accurate teacher and student data will be provided to the Commissioner in a format and timeline prescribed by the Commissioner;
- Assure that, during the 2015-16 through 2018-19 school years, any educators receiving a Developing rating as their 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;
- 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 [illegible]
- Assure that any training course for lead evaluator certification [illegible] each of the requirements in the regulations, including specific consideration [illegible] evaluating teachers and principals of English language learners and students with disabilities;
- Assure that, during the 2015-16 through 2018-19 school years, any educators receiving a Developing or Ineffective rating as their overall transition rating will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 of the school year following the school year in which such teacher's or principal's performance is [illegible] school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter;
- Assure that, beginning in the 2019-20 school year, any educators receiving a Developing or Ineffective rating as their original overall rating pursuant to this APPR plan will receive a Teacher Improvement Plan or Principal Improvement Plan, in accordance with all applicable statutes and regulations, by October 1 of 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, and shall be subject to collective [illegible] Civil Service Law;
- Assure that all evaluators and lead evaluators, including independent evaluators and peer evaluators where 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 [illegible]
- Assure that, for teachers, all observable NYS Teaching Standards/Domains of the selected practice rubric are observed at least once a year across the total number of annual observations within and [illegible] 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 [illegible] by which weights and scoring ranges are assigned to subcomponents and categories is transparent and available to those being rated before the beginning of each school year;
- Assure that if a second measure for the Student Performance category is locally selected, then the same locally selected measures of student growth across all classrooms in the same grade/subject in the district/BOCES must be used in a consistent manner to the extent practicable;
- Assure that all growth targets represent a minimum of one year of expected growth, as determined by the superintendent or another trained administrator;
- Assure that any material changes to this APPR Plan will be submitted to the Commissioner for approval by March 1 of each school year, on a form prescribed by the Commissioner, to the Commissioner for approval;
- Assure that the alternate SLOs described in Tasks 2 and 7 of this APPR plan will be used as the basis for certain teachers' and principals' transition APPR [illegible] and consistent with §30-3.17 of the Rules