



/ THE UNIVERSITY OF THE STATE OF NEW YORK

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Commissioner of Education  
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**NOTE:**

Only documents that are incorporated by reference in your APPR have been reviewed and are considered as part of your APPR; therefore, any supplemental documents such as memorandums of agreement or understanding that were uploaded with your APPR but are not incorporated by reference in your APPR have not been reviewed. However, the Department reserves the right to

**Educator Evaluation - Education Law §3012-d, amended in 2019****Task 1. General Information - Disclaimers and Assurances**

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**Disclaimers**

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

The Department will review the contents of each local educational agency's (LEA) 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 an LEA's plan.

The Department reserves the right to request further information from an LEA to monitor compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. Each LEA 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 an LEA's 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 LEA 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 LEA, 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 or disapprove this plan at any time and/or to request additional information to determine the truth and/or accuracy of such statements.

**APPR Assurances****Please check all of the boxes below**

- Assure that the content of this form represents the LEA's entire APPR plan and that the APPR plan is in compliance with Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents.
- Assure that a detailed version of the LEA's 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 Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents.
- Assure that this APPR plan will be posted on the LEA's website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall occur later.
- Assure that it is understood that this LEA's APPR plan will be posted in its entirety on the NYSED website\* following approval.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Information and Assurances

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**Required Student Performance Subcomponent**

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

*100% of the Student Performance category if only the Required subcomponent is used or locally determined if the Optional subcomponent is selected.*

**Each teacher shall have a Student Learning Objective (SLO) locally determined, consistent with the goal-setting process determined by the Commissioner.**

**Educator Evaluation - Education Law §3012-d, amended in 2019**Task 2. TEACHERS: Required Student Performance - Information and Assurances

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**Student Learning Objectives (SLOs)**

For guidance on SLOs, see NYSED SLO Guidance.

**SLOs shall be used for the required student performance measure for all teachers. The following must be used as the evidence of student learning within the SLO.**

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**MEASURES**

*SLO measures may be either individually attributed or collectively attributed.*

*Individually attributed measures*

An individually attributed SLO is based on the student population of a course for which the teacher directly contributes to student learning outcomes.

> Teacher and course-specific

- **Teacher and course-specific results:** scores and ratings will be based on the growth of students in the teacher's course in the current school year.

*Collectively attributed measures*

A collectively attributed SLO is based on a student population across multiple sections of the same course or across multiple courses where more than one teacher either directly or indirectly contributes to student learning outcomes. When determining whether to use a collectively attributed SLO, the LEA should consider:

- identifying which measures and assessments could be used to encourage partnerships or teams where teachers have an opportunity to collectively impact student learning;
- identifying which assessments could be used to help foster and support an LEA's focus on a specific priority area(s);
- the impact on the LEA's ability to make strong and equitable inferences regarding an individual educator's effectiveness; and
- when using multiple measures, the appropriate weight of each measure that reflects individually and collectively attributed results.

> School- or program-wide

- **School- or program-wide results:** scores and ratings will be based on the growth of all students in a school or program who take the applicable assessments in the current school year.
- **School- or program-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses in the current school year.
- **School- or program-wide linked results:** scores and ratings will be based on the growth of students enrolled in the teacher's course in the current school year taking assessments in other grades/subjects.

> District- or BOCES-wide

- **District- or BOCES-wide results:** scores and ratings will be based on the growth of all students across buildings/programs in an LEA who take the applicable assessments in the current school year.

**District- or BOCES-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students

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**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Information and Assurances

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Any of the measures above may be used with one or more of the following assessment types.

- **State assessment(s)**; or

Assessment(s) that are selected from the list of State-approved:

- **third party assessments**; or
- **locally-developed assessments** (district-, BOCES- or regionally-developed).

**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%

**SLO Assurances**

Please check the boxes below.

- Assure that the teacher has an SLO as determined locally in a manner consistent with the goal-setting process determined by the Commissioner.
- Assure that all student growth targets represent a minimum of one year of expected growth, as determined locally in a manner consistent with the Commissioner's goal-setting process. Such targets may only take the following characteristics into account: poverty, students with disabilities, English language learner status and prior academic history.
- Assure that all student growth targets shall measure the change in a student's performance between the baseline and the end of the course.
- Assure that if a teacher's SLO is based on a small 'n' size population and the LEA chooses not to use the HEDI scoring bands listed above, then the teacher's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in SLO 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.
- Assure that for any SLO based, in part, on the New York State grade four science assessment, once the assessment is no longer administered the SLO will utilize only the remaining assessments.







**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Grade Two

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**Common Branch Grade Two Measures and Assessments**

Please indicate below which of the three available measure types will be used for grade two teachers, then choose the specific measure, corresponding assessment type(s), and applicable assessment(s).

\*Note\* For LEAs that may use both a common branch and departmentalized model for grade two:

- Complete this section accordingly for common branch teachers.

- In the "Other Courses" section of Task 2, select the "Elementary" option for applicable subjects in the "Subject" column with the corresponding grade(s) and complete the remainder of that entry as appropriate.

*An individually attributed SLO measure*

> Teacher and course-specific

- **Teacher and course-specific results:** scores and ratings will be based on the growth of students in the teacher's course in the current school year.

*A collectively attributed SLO measure*

> School- or program-wide

- **School- or program-wide results:** scores and ratings will be based on the growth of all students in a school or program who take the applicable assessments in the current school year.
- **School- or program-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses in the current school year.
- **School- or program-wide linked results:** scores and ratings will be based on the growth of students enrolled in the teacher's course in the current school year taking assessments in other grades/subjects.

> District- or BOCES-wide

- **District- or BOCES-wide results:** scores and ratings will be based on the growth of all students across buildings/programs in an LEA who take the applicable assessments in the current school year.
- **District- or BOCES-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses across buildings/programs in an LEA in the current school year.

**Grade 2: Measure Type**

Teacher and course-specific

**Grade 2: Assessment Type(s)**

Third party assessment(s)

**Grade 2: Third Party Assessment(s)**

- STAR Early Literacy
- STAR Math
- STAR Reading



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Grade Four

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**Grade Four**

Please identify below whether grade four instruction is common branch or departmentalized; indicate which of the three available

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Task 2. TEACHERS: Required Student Performance - Grade Four (common branch)

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**Grade Four (Common Branch) Measure and Assessment(s)**

**Grade 4: Measure Type**

Teacher and course-specific

**Grade Four: Assessment Type(s)**

Third party assessment(s)

***Grade Four: Third Party Assessment(s)***

STAR Math

STAR Reading

**Educator Evaluation - Education Law §3012-d, amended in 2019**Task 2. TEACHERS: Required Student Performance - Grade Five

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**Grade Five**

Please identify below whether grade five instruction is common branch or departmentalized; indicate which of the three available measure types will be used for grade five teachers; and then choose the specific measure, corresponding assessment type(s), and applicable assessment(s).

\*Note\* For LEAs that may use both a common branch and departmentalized model for grade five:

- Select the applicable "Departmentalized" option below and complete the remainder of this section accordingly.

- In the "Other Courses" section of Task 2, select "Common Branch" in the "Subject" column with the corresponding grade(s) and complete the remainder of that entry as appropriate.

*An individually attributed SLO measure*

> Teacher and course-specific

- **Teacher and course-specific results:** scores and ratings will be based on the growth of students in the teacher's course in the current school year.

*A collectively attributed SLO measure*

> School- or program-wide

- **School- or program-wide results:** scores and ratings will be based on the growth of all students in a school or program who take the applicable assessments in the current school year.
- **School- or program-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses in the current school year.
- **School- or program-wide linked results:** scores and ratings will be based on the growth of students enrolled in the teacher's course in the current school year taking assessments in other grades/subjects.

> District- or BOCES-wide

- **District- or BOCES-wide results:** scores and ratings will be based on the growth of all students across buildings/programs in an LEA who take the applicable assessments in the current school year.
- **District- or BOCES-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses across buildings/programs in an LEA in the current school year.

**Please choose the option that best describes grade five in your LEA.**

Common branch

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Task 2. TEACHERS: Required Student Performance - Grade Five (common branch)

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**Grade Five (Common Branch) Measure and Assessment(s)**

**Grade 5: Measure Type**

Teacher and course-specific

**Grade 5: Assessment Type(s)**

Third party assessment(s)

***Grade 5: Third Party Assessment(s)***

STAR Math

STAR Reading

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Grade Six

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**Grade Six**

Please identify below whether grade six instruction is common branch or departmentalized; indicate which of the three available





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Task 2. TEACHERS: Required Student Performance - Grade Seven

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**Grade Seven**

**Please identify below whether grade seven instruction is common branch or departmentalized; indicate which of the three available measure types will be used for grade seven teachers; and then choose the specific measure, corresponding assessment type(s), and applicable assessment(s).**

\*Note\* For LEAs that may use both a common branch and departmentalized model for grade seven:

- Select the applicable "Departmentalized" option below and complete the remainder of this section accordingly.

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Task 2. TEACHERS: Required Student Performance - Grade Seven (uniform departmentalized)

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**Grade Seven (Departmentalized) Measure and Assessment(s)**

Grade seven departmentalized with uniform measure and assessment(s) across core subjects

**Grade 7: Measure Type**

School- or program-wide

***Grade 7: School- or Program-Wide Measure***

School- or program-wide linked results

**Grade 7: Assessment Type(s)**

Third party assessment(s)

***Grade 7: Third Party Assessment(s)***

- STAR Math
- STAR Reading

**Educator Evaluation - Education Law §3012-d, amended in 2019**Task 2. TEACHERS: Required Student Performance - Grade Eight

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**Grade Eight Measures and Assessments**

Please identify below whether grade eight instruction is common branch or departmentalized; indicate which of the three available measure types will be used for grade eight teachers; and then choose the specific measure, corresponding assessment type(s), and applicable assessment(s).

\*Note\* For LEAs that may use both a common branch and departmentalized model for grade eight:

- Select the applicable "Departmentalized" option below and complete the remainder of this section accordingly.

- In the "Other Courses" section of Task 2, select "Common Branch" in the "Subject" column with the corresponding grade(s) and complete the remainder of that entry as appropriate.

*An individually attributed SLO measure*

> Teacher and course-specific

- **Teacher and course-specific results:** scores and ratings will be based on the growth of students in the teacher's course in the current school year.

*A collectively attributed SLO measure*

> School- or program-wide

- **School- or program-wide results:** scores and ratings will be based on the growth of all students in a school or program who take the applicable assessments in the current school year.
- **School- or program-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses in the current school year.
- **School- or program-wide linked results:** scores and ratings will be based on the growth of students enrolled in the teacher's course in the current school year taking assessments in other grades/subjects.

> District- or BOCES-wide

- **District- or BOCES-wide results:** scores and ratings will be based on the growth of \_\_\_\_\_

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Task 2. TEACHERS: Required Student Performance - Grade Eight (uniform departmentalized)

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**Grade Eight (Departmentalized) Measure and Assessment(s)**

Grade eight departmentalized with uniform measure and assessment(s) across core subjects

**Grade 8: Measure Type**

School- or program-wide

***Grade 8: School- or Program-Wide Measure***

School- or program-wide linked results

**Grade Eight: Assessment Type(s)**

Third party assessment(s)

***Grade Eight: Third Party Assessment(s)***

- STAR Math
- STAR Reading



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - HS ELA (all grades)

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**High School ELA (All Grades) Measure and Assessment(s)**

**High School ELA: Measure Type**

School- or program-wide

***High School ELA: School- or Program-Wide Measure***

School- or program-wide results

**High School ELA: Assessment Type(s)**

State or Regents assessment(s)

***High School ELA: State or Regents Assessment(s)***

ELA Regents

Algebra I Regents



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - HS Regents Math (all courses)

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**High School Regents Math (All Courses) Measure and Assessment(s)**

**High School Regents Math: Measure Type**

School- or program-wide

***High School Regents Math: School- or Program-Wide Measure***

School- or program-wide results

**High School Regents Math: Assessment Type(s)**

State or Regents assessment(s)

***High School Regents Math: State or Regents Assessment(s)***

ELA Regents

Algebra I Regents



**Educator Evaluation - Education Law §3012-d, amended in 2019****Task 2. TEACHERS: Required Student Performance - High School Regents Science**

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**High School Regents Science**

Note: Additional high school science courses may be included in the "Other Courses" section.

**Please identify below whether all high school Regents science teachers use the same type of measure and assessment(s) or if the measures and assessments vary by course; indicate which of the three available measure types will be used for high school Regents science teachers; and then choose the specific measure, corresponding assessment type(s), and applicable assessment(s).**

*An individually attributed SLO measure*> Teacher and course-specific

- **Teacher and course-specific results:** scores and ratings will be based on the growth of students in the teacher's course in the current school year.

*A collectively attributed SLO measure*> School- or program-wide

- **School- or program-wide results:** scores and ratings will be based on the growth of all students in a school or program who take the applicable assessments in the current school year.
- **School- or program-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses in the current school year.
- **School- or program-wide linked results:** scores and ratings will be based on the growth of students enrolled in the teacher's course in the current school year taking assessments in other grades/subjects.

> District- or BOCES-wide

- **District- or BOCES-wide results:** scores and ratings will be based on the growth of all students across buildings/programs in an LEA who take the applicable assessments in the current school year.
- **District- or BOCES-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses across buildings/programs in an LEA in the current school year.

**Please indicate whether high school Regents science teachers use the same measure or assessment(s) or if the measures and assessments vary by grade level.**

All high school Regents science teachers use the same type of measure and assessment(s)

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - HS Regents Science (all courses)

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**High School Regents Science (All Courses) Measure and Assessment(s)**

**High School Regents Science: Measure**

School- or program-wide

***High School Regents Science: School- or Program-Wide Measure***

School- or program-wide results

**High School Regents Science: Assessment Type(s)**

State or Regents assessment(s)

***High School Regents Science: State or Regents Assessment(s)***

ELA Regents

Algebra I Regents

**Educator Evaluation - Education Law §3012-d, amended in 2019****Task 2. TEACHERS: Required Student Performance - High School Regents Social Studies**

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**High School Regents Social Studies: Measures and Assessments**

Note: Additional high school social studies courses may be included in the "Other Courses" section.

**Please identify below whether all high school Regents social studies teachers use the same type of measure and assessment(s) or if the measures and assessments vary by course; indicate which of the three available measure types will be used for high school Regents social studies teachers; and then choose the specific measure, corresponding assessment type(s), and applicable assessment(s).**

*An individually attributed SLO measure*> Teacher and course-specific

- **Teacher and course-specific results:** scores and ratings will be based on the growth of students in the teacher's course in the current school year.

*A collectively attributed SLO measure*> School- or program-wide

- **School- or program-wide results:** scores and ratings will be based on the growth of all students in a school or program who take the applicable assessments in the current school year.
- **School- or program-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses in the current school year.
- **School- or program-wide linked results:** scores and ratings will be based on the growth of students enrolled in the teacher's course in the current school year taking assessments in other grades/subjects.

> District- or BOCES-wide

- **District- or BOCES-wide results:** scores and ratings will be based on the growth of all students across buildings/programs in an LEA who take the applicable assessments in the current school year.
- **District- or BOCES-wide group or team results:** scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses across buildings/programs in an LEA in the current school year.

**Please indicate whether high school Regents social studies teachers use the same measure or assessment(s) or if the measures and assessments vary by grade level.**

All high school Regents social studies teachers use the same type of measure and assessment(s)

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - HS Regents SS (all courses)

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**High School Regents Social Studies (All Courses) Measure and Assessment(s)**

**High School Regents Social Studies: Measure Type**

School- or program-wide

***High School Regents Social Studies: School- or Program-Wide Measure***

School- or program-wide results

**High School Regents Social Studies: Assessment Type(s)**

State or Regents assessment(s)

***High School Regents Social Studies: State or Regents Assessment(s)***

ELA Regents

Algebra I Regents

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Other Courses

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**Other Courses**

Please identify below the 'other courses' in your LEA; indicate which of the six available measures will be used for for each group of

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Other Courses

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Complete the following, as applicable, for all 'other teachers' in additional grades/subjects (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 courses not named above"):

- 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 5-7: assessment(s) used

*Follow the examples below to list other courses.*

	(1) lowest grade	(2) highest grade	(3) subject	(4) measure	(5-7) assessment(s)
All Other Courses	K	12	All courses not named above	District- or BOCES-wide results	ELA Regents, Algebra I Regents
K-3 Art	K	3	Art	Teacher and course-specific results	Questar III BOCES
Grades 9-12 English Electives	9	12	English Electives	School- or program-wide linked results	All Regents given in LEA

To add additional courses, click "Add Row".

Grade From	Grade To	Subject	Measure	State or Regents Assessment(s)	Locally-developed Course-Specific Assessment(s)	Third Party Assessment(s)
3	12	Special Education	Teacher and course-specific results	<input checked="" type="checkbox"/>		

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Task 2. TEACHERS: Required Student Performance - Other Courses

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Grade From	Grade To	Subject	Measure	State or Regents Assessment(s)	Locally-developed Course-Specific Assessment(s)	Third Party Assessment(s)
6	8	Common Branch	Teacher and course-specific results			<input checked="" type="checkbox"/> STAR Math <input checked="" type="checkbox"/> STAR Reading

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 2. TEACHERS: Required Student Performance - Weighting

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**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 percentage of Student Performance category attributed to the Required subcomponent will be locally determined.

**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.





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Task 4. TEACHERS: Observations - Rubric and Scoring

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**Teacher Observation Category**

For guidance on the Teacher Observation category, see NYSED APPR Guidance.

**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.

Rubric Name	If more than one rubric is utilized, please indicate the group(s) of teachers each rubric applies to.
Danielson's Framework for Teaching (2011 Revised Edition)	(No Response)

**Rubric Assurances**

Please check all of the boxes below.



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Please describe the process for rating and scoring the selected practice rubric consistent with the Department's regulations.

**Your description should provide the complete process, including the following:**

- **The process for designating observable components (please note: all educators of the same grade/subject must be evaluated based on the same set of observable components);**
- **The level at which components of the chosen rubric are rated (i.e., domain, subdomain, indicator, etc.);**
- **How the final score and rating for each observable component of the practice rubric is determined for each observer; and**
- **How the final score for the required (i.e., lead evaluator/evaluator; independent evaluator) and/or optional (peer observer, as applicable) subcomponent of the Observation category is determined based on the final score and rating for each observable component.**

***Example: All subcomponents of Domains 2-4 of the Danielson rubric have been negotiated as observable. Domains 2 and 3 are weighted as 40% each, and Domain 4 is weighted as 20%. For each observation, all observed subcomponents in a domain are weighted equally and averaged to create a domain score, which is then weighted as above and averaged to reach a final score for each observation. Scores for each observation are weighted equally and averaged to reach a final score for each observation type. The district will ensure that all subcomponents designated as observable will be observed at least once across the observation cycle.***

All subcomponents will be weighted equally and averaged to get an overall score. Scores for each observation are weighted equally and averaged to reach a final score for each observation type. The district will ensure that all subcomponents designated as observable will be observed at least once across the observation cycle.

**Scoring Assurances**

**Please check each of the boxes below.**



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Task 4. TEACHERS: Observations - Rubric and Scoring

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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>	0.00*	1.49 to 1.74

\* In the event that an educator earns a score of 1 on all rated components of the practice rubric across all observations, a score of 0 will be assigned.

**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.

Please select a minimum value between 3.50 and 3.75 and choose 4.00 as the maximum value for the Highly Effective range.

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective:	3.50	4.00

Please select a minimum value between 2.50 and 2.75 and a maximum value between 3.49 and 3.74 for the Effective range.

	Minimum Rubric Score	Maximum Rubric Score
Effective:	2.50	3.49

Please select a minimum value between 1.50 and 1.75 and a maximum value between 2.49 and 2.74 for the Developing range.

	Minimum Rubric Score	Maximum Rubric Score
Developing:	1.50	2.49

Please choose 0.00 as the minimum value and select a maximum value between 1.49 and 1.74 for the Ineffective range.

	Minimum Rubric Score	Maximum Rubric Score
Ineffective:	0.00	1.49

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 4. TEACHERS: Observations - Required Observations

Page Last Modified: 08/09/2021

**Teacher Observation Subcomponent Weighting**

**Required Subcomponent 1: Observations by Principal(s) or Other Trained Administrators**

- At least 80% of the Teacher Observation category score

**Required Subcomponent 2: 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 LEA is granted an annual Rural/Single Building 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 LEA, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator. If the LEA is granted an annual Undue Burden Independent Evaluator Hardship Waiver by the Department, this subcomponent will be satisfied through the processes described in that application.*

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

Principal/Administrator [Required]	Independent Evaluator(s) [Required]	Peer Observer(s) [Optional]	Group of teachers for which this weighting will apply
85%	15%	0% (N/A)	(No Response)

**Observation Assurances**

**Please check all of the boxes below.**

- 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; 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.
- Assure that the length of all observations for teachers will be conducted pursuant to the locally-determined durations.
- Assure that at least one of the required observations will be unannounced.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 4. TEACHERS: Observations - Required Observations

Page Last Modified: 08/09/2021

**Required Subcomponent 1: Observations by Principal(s) or Other Trained Administrators**

At least one **observation must be conducted by building principal or other trained administrator and** at least one of the required observations must be unannounced (across both required subcomponents).

- LEAs may locally determine whether to use more than one observation by principal or other trained administrator. Nothing shall be construed to limit the discretion of management to conduct observations in addition to those required by this section for non-evaluative purposes.
- The frequency and duration of observations are locally determined.
- Observations may occur in person or by live or recorded video, as determined locally.

**Indicate the minimum number of unannounced and announced observations by principal(s) or other trained administrators, as well as the method of observation, in the table below.**

<b>TEACHERS</b> <i>Indicate whether the number and method selected applies to all teachers or to a subgroup of teachers.</i>	<b>SUBGROUP</b> <i>If "Subgroup of Teachers" is selected in the previous column, indicate which teachers the number and method selected applies to; otherwise, enter "N/A." For additional subgroups, add another row.</i>	<b>UNANNOUNCED</b> <b>Minimum Number of Observations</b>	<b>UNANNOUNCED</b> <b>Observation Method</b>	<b>ANNOUNCED</b> <b>Minimum Number of Observations</b>	<b>ANNOUNCED</b> <b>Observation Method</b>
Subgroup of Teachers	Tenured	0	N/A	1	Live
Subgroup of Teachers	Probationary	1	Live	1	Live

**Required Subcomponent 2: Observations by Impartial Independent Trained Evaluator(s)\***

At least one **observation must be conducted by impartial independent trained evaluator(s) and** at least one of the required observations must be unannounced (across both required subcomponents).

- Impartial independent trained evaluators are trained and selected by the LEA. They may be employed within the LEA, but may not be assigned to the same school building as the teacher being evaluated. This could include other administrators, department chairs, or peers (e.g., teacher leaders on career ladder pathways), so long as they are not from the same building (defined as same BEDS code) as the teacher being evaluated.
- LEAs may locally determine whether to use more than one observation by impartial independent trained evaluator(s).
- The frequency and duration of observations are locally determined.
- Observations may occur in person or by live or recorded video, as determined locally.

*\* If the LEA is granted an annual Rural/Single Building 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 LEA, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator. If the LEA is granted an annual Undue Burden Independent Evaluator Hardship Waiver by the Department, this subcomponent will be satisfied through the processes described in that application.*

**Indicate the minimum number of unannounced and announced observations by impartial independent trained evaluator(s), as well as the method of observation, in the table below.**



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 4. TEACHERS: Observations - Optional Observations

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**Optional Subcomponent: Observations by Trained Peer Observer(s)**

If selected, at least one observation must be conducted by trained peer observer(s).

- Peer teachers are trained and selected by the LEA. Trained peer teachers must have received an overall rating of Effective or Highly Effective in the prior school year.
- Observations may occur in person or by live or recorded video, as determined locally.

**Indicate the minimum number of unannounced and announced observations by trained peer observer(s), as well as the method of observation, in the table below.**

**If the optional subcomponent will not be used, please indicate "N/A" for the minimum number and "N/A" for the observation method for both unannounced and announced observations for "All Teachers."**

<b>TEACHERS</b> <i>Indicate whether the number and method selected applies to all teachers or to a subgroup of teachers.</i>	<b>SUBGROUP</b> <i>If "Subgroup of Teachers" is selected in the previous column, indicate which teachers the number and method selected applies to; otherwise, enter "N/A." For additional subgroups, add another row.</i>	<b>UNANNOUNCED</b> <b>Minimum Number of Observations</b>	<b>UNANNOUNCED</b> <b>Observation Method</b>	<b>ANNOUNCED</b> <b>Minimum Number of Observations</b>	<b>ANNOUNCED</b> <b>Observation Method</b>
All Teachers (enter 'N/A' in the next column)	N/A	N/A	N/A	N/A	N/A

**Peer Observation Assurances**

**Please check all of the boxes below.**

- Assure that peer observers, as applicable, will be trained and selected by the LEA.
- Assure that, if observations are being conducted by trained peer observers, these teachers received an overall rating of Effective or Highly Effective in the previous school year.





**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 6. TEACHERS: Additional Requirements - Teacher Improvement Plans

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**Additional Requirements**

For more information on the additional requirements for teachers, see NYSED APPR Guidance.

**Teacher Improvement Plan Assurances**

**Please check each of the boxes below.**

- Assure that the LEA will formulate and commence implementation of a Teacher Improvement Plan (TIP) for all teachers who receive
- 

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 6. TEACHERS: Additional Requirements - Appeals

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Page Last Modified: 08/12/2021

**Appeal Assurance**

**Please check the box below.**

- Assure the LEA has collectively bargained appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.

**Appeals**

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

(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 LEA's 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 §3012-d and Subpart 30-3 of the Rules of the Board of Regents; and

(4) the LEA's issuance and/or implementation of the terms of the teacher improvement plan, as required under Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 6. TEACHERS: Additional Requirements - Appeals

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**Describe the procedure for ensuring that appeals of annual performance evaluations will be resolved in a timely and expeditious manner.**

Erie 1 BOCES APPR Appeal Process - EPEA Erie 1 BOCES ("BOCES," hereafter), by its District Superintendent of Schools ("District Superintendent," hereafter), the Erie I Professional Education Association ("Association," hereafter), by its President, each for good and valuable consideration, hereby agree as follows:

**Educator Evaluation - Education Law §3012-d, amended in 2019**Task 6. TEACHERS: Additional Requirements - Appeals

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Panel or directly to the District Superintendent) shall be final and binding on all parties. It shall not be subject to any further appeal through any other process including grievance or arbitration contained within the collective bargaining agreement.

7. Unit members may not file more than one appeal regarding the same APPR or Teacher Improvement Plan. All grounds for appealing a particular APPR or Teacher Improvement Plan must be raised with specificity within the initial appeal. Any grounds not raised at the time of the appeal is filed shall be deemed waived.

8. The above appeals procedure shall constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a unit member's APPR or Teacher Improvement Plan. Unit members may not resort to any other grievance or arbitration procedures contained within the collective bargaining agreement or to any administrative or judicial forum for the resolution of challenges and appeals related to the APPR or Teacher Improvement Plan, except as otherwise authorized by law.

9. Upon request by either the EPEA or BOCES, this appeal process will be annually reviewed to assess its effectiveness. Any changes will be mutually agreed to in writing by both parties and approved by NYSED through a material change review.

**Educator Evaluation - Education Law §3012-d, amended in 2019**Task 6. TEACHERS: Additional Requirements - Training

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**Training Assurance****Please check the box below.**

The LEA 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.

**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 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; and
- 4) the nature (content) and the approximate 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.**

All Evaluators (lead, independent and all other evaluators) will complete training through the Erie 1 BOCES Instructional Resource Team, which consist of one (1) full day training and five (5) 1/2 day trainings throughout the year. All Evaluators are trained as leads. These trainings will include the nine required elements as outlined in Board of Regents rules 30-3.10 (for all evaluators, lead evaluators and independent evaluators). New Evaluators would take four (4) additional 1/2 day trainings to be initially certified. In addition, collaborative review and analysis of observation-based evidence and other professional evidence within Danielson's 2011 Rubric will take place during regular monthly administrative council/management team meetings and evaluator training meetings in order to ensure inter-rater reliability. Evaluators will utilize authentic evidence gathered during actual teacher observations, they will jointly review 3rd party provided video lessons, and they will discuss and review the nine criteria areas. All documentation of training and development activities will be kept on file. Upon gathering ample documentation that evaluators have been properly trained, the Superintendent will make the recommendation for the Board of Education to certify each evaluator to conduct evaluations. The in-district activities outlined and participation in regional meetings and trainings will be ongoing, and documentation of training will continue in order for all evaluators to be re-certified each year.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

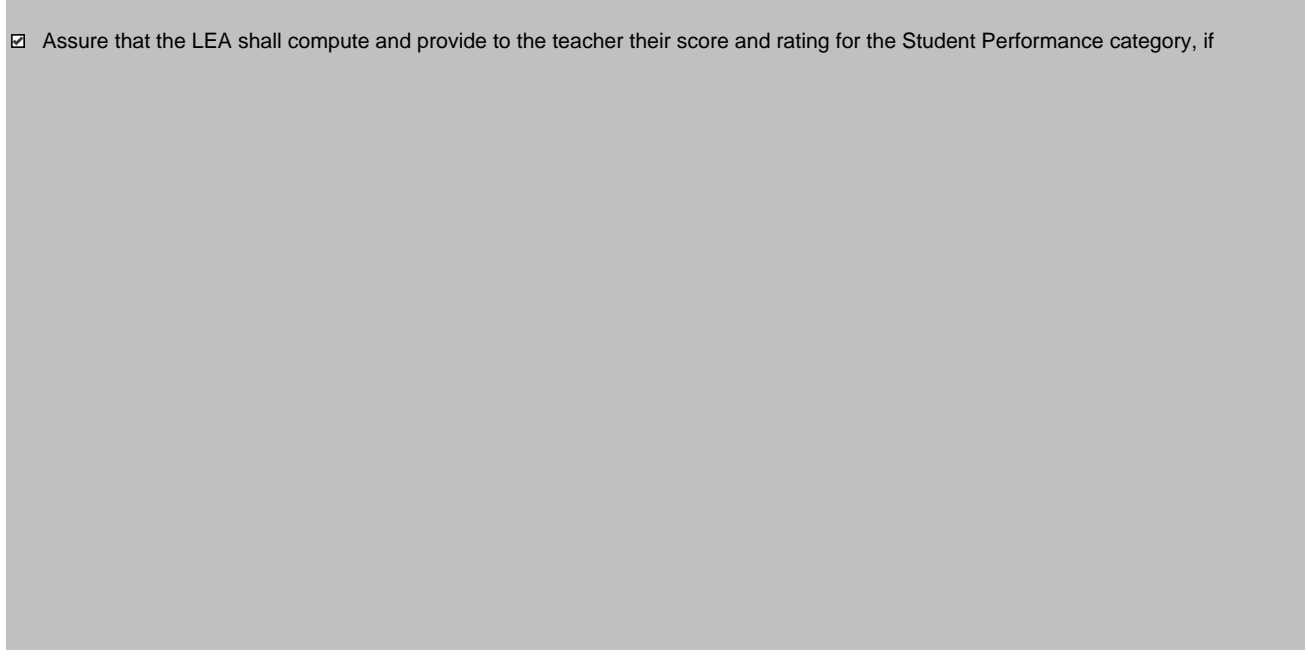
Task 6. TEACHERS: Additional Requirements - Assurances

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**Teacher Evaluation Assurances**

**Please check all of the boxes below.**

- Assure that the LEA shall compute and provide to the teacher their score and rating for the Student Performance category, if
- 

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Information and Assurances

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**Required Student Performance Subcomponent**

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

*100% of the Student Performance category if only the Required subcomponent is used or locally determined if the Optional subcomponent is selected.*



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Information and Assurances

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**Required Student Performance Measures**

Student performance for principals may be measured by either a student learning objectives (SLO) or an Input Model where the principal's overall rating shall be determined based on evidence of principal practice that promotes student growth related to the Leadership Standards.

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**STUDENT LEARNING OBJECTIVES**

**Educator Evaluation - Education Law §3012-d, amended in 2019**

**Task 7. PRINCIPALS: Required Student Performance - Information and Assurances**

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- a description of the areas of principal practice that will be evaluated;
- a description of how the selected areas of principal practice promote student growth;
- a description of the evidence of student growth and principal practice that will be collected; and  
a description of how the district will use the evidence to differentiate effectiveness resulting in a score from 0 to 20 and ratings of Highly

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [1]

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**Applicable Principals [1]**

If different measure(s) and assessment(s), as applicable, will be used for different grade configurations/programs, each must be described on a separate page. Complete this section for the first combination of measure(s) and assessment(s), as applicable, then use the checkbox at the bottom to add the next combination.

**Use the table below to list the grade configurations of the building(s)/program(s) for the principal(s) who will be evaluated using the measure and assessment(s), as applicable, included in the following sections.**

Grade From	Grade To
K	12

**Principal Measures [1]**

Please indicate how student performance will be measured for the principals listed above, then choose the specific measure, corresponding assessment type(s) and assessment(s), as applicable.

**Student performance based on a Student Learning Objective (SLO)**

*An individually attributed SLO measure*

> Principal and building/program-specific

- **Principal and building/program-specific results:** scores and ratings will be based on the growth of students in the principal's building/program in the current school year.

*A collectively attributed SLO measure*

> District- or BOCES-wide

- **District- or BOCES-wide results:** scores and ratings will be based on the growth of all students across buildings/programs in an LEA who take the applicable assessments in the current school year.
- **District- or BOCES-wide group or team results:** scores and ratings for a group or team of principals will be based on the growth of students in the group/team of principals' buildings/programs in an LEA in the current school year.

Student Performance based on an Input Model

*An input model uses evidence of principal practice that promotes student growth related to the Leadership Standards.*

Selection of the Input Model will require:

- a description of the areas of principal practice that will be evaluated;
- a description of how the selected areas of principal practice promote student growth;
- a description of the evidence of student growth and principal practice that will be collected; and
- a description of how the district will use the evidence to differentiate effectiveness resulting in a score from 0 to 20 and ratings of Highly Effective, Effective, Developing, or Ineffective.

**All Principals: Measure Type**

Student Learning Objective (SLO)

Educator Evaluation - Education Law §3012-d, amended in 2019

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [1]

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**Student Learning Objective**

Please choose the type of SLO applicable to the principals listed above.

Principal and building/program-specific results

**Principal Assessments [1]**

Please select the assessment type(s) and specific assessment(s) that will be used with the selected measure. Assessments should only be selected if applicable to the measure indicated.

**Principals: Assessment Type(s)**

- State or Regents assessment(s)
- Third party assessment(s)

**Principals: State or Regents Assessment(s)**

- ELA Regents
- Algebra I Regents
- NYSAA

**Principals: Third Party Assessment(s)**

- STAR Early Literacy
- STAR Math
- STAR Reading

**Additional Principals**

*Please be sure all principals in your LEA are included in Task 7.*

- Check this box to list additional principal(s) who will be evaluated using a different measure and assessment(s) included in this section.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [2]

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**Applicable Principals [2]**

If different measure(s) and assessment(s), as applicable, will be used for different grade configurations/programs, each must be described on a separate page. Complete this section for the second combination of measure(s) and assessment(s), as applicable, then use the checkbox at the bottom to add the next combination.

**Use the table below to list the grade configurations of the building(s)/program(s) for the principal(s) who will be evaluated using the measure and assessment(s), as applicable, included in this section.**

Grade From	Grade To
9	12

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [2]

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**Student Learning Objective**

**Please choose the type of SLO applicable to the principals listed above.**

Principal and building/program-specific results

**Principal Assessment(s) [2]**

Please select the assessment type(s) and specific assessment(s) that will be used with the selected measure. Assessments should only be selected if applicable to the measure indicated.

**Principals: Assessment Type(s)**

- State or Regents assessment(s)
- Third party assessment(s)

***Principals: State or Regents Assessment(s)***

- ELA Regents
- Algebra I Regents

***Principals: Third Party Assessment(s)***

- Precision Exams

**Additional Principals**

***Please be sure all principals in your LEA are included in Task 7.***

- Check this box to list additional principal(s) who will be evaluated using a different measure and assessment(s) included in this section.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [3]

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**Applicable Principals [3]**

If different measure(s) and assessment(s), as applicable, will be used for different grade configurations/programs, each must be described on a separate page. Complete this section for the third combination of measure(s) and assessment(s), as applicable, then use the checkbox at the bottom to add the next combination.

**Use the table below to list the grade configurations of the building(s)/program(s) for the principal(s) who will be evaluated using the measure and assessment(s), as applicable, included in this section.**

Grade From	Grade To
[REDACTED]	12

**Principal Measures [3]**

Please indicate how student performance will be measured for the principals listed above, then choose the specific measure, corresponding assessment type(s) and assessment(s), as applicable.

**Student performance based on a Student Learning Objective (SLO)**

*An individually attributed SLO measure*

> Principal and building/program-specific

**Principal and building/program-specific results:** scores and rat                      nd ñ

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [3]

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**Student Learning Objective**

**Please choose the type of SLO applicable to the principals listed above.**

Principal and building/program-specific results

**Principal Assessment(s) [3]**

Please select the assessment type(s) and specific assessment(s) that will be used with the selected measure. Assessments should only be selected if applicable to the measure indicated.

**Principals: Assessment Type(s)**

Third party assessment(s)

***Principals: Third Party Assessment(s)***

Precision Exams

**Additional Principals**

***Please be sure all principals in your LEA are included in Task 7.***

Check this box to list additional principal(s) who will be evaluated using a different measure and assessment(s) included in this section.



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [4]

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**Applicable Principals [4]**

If different measure(s) and assessment(s), as applicable, will be used for different grade configurations/programs, each must be described on a separate page. Complete this section for the fourth combination of measure(s) and assessment(s), as applicable, then use the checkbox at the

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [4]

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**Student Learning Objective**

**Please choose the type of SLO applicable to the principals listed above.**

Principal and building/program-specific results

**Principal Assessment(s) [4]**

Please select the assessment type(s) and specific assessment(s) that will be used with the selected measure. Assessments should only be selected if applicable to the measure indicated.

**Principals: Assessment Type(s)**

State or Regents assessment(s)

***Principals: State or Regents Assessment(s)***

ELA Regents

Algebra I Regents

**Additional Principals**

***Please be sure all principals in your LEA are included in Task 7.***

Check this box to list additional principal(s) who will be evaluated using a different measure and assessment(s) included in this section.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [5]

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**Applicable Principals [5]**

If different measure(s) and asse2ehD14 0 -40 Td 0 -1 Td /F3 12 Te g s a5]

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 7. PRINCIPALS: Required Student Performance - Building/Program Configuration(s) [5]

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**Student Learning Objective**

**Please choose the type of SLO applicable to the principals listed above.**

Principal and building/prTj /Nae tyified: 09/08/202c 0 sultsv Q q 2 JOS§i582 Tf 0 0 0 rg (Status DatA899bram /Fipal and dr5j /Nae tyifi4



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 9. PRINCIPALS: School Visits - Rubric and Scoring

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**Principal School Visit Category**

For guidance on the Principal School Visit category, see NYSED APPR Guidance.



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 9. PRINCIPALS: School Visits - Rubric and Scoring

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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>	0.00*	1.49 to 1.74

\* In the event that an educator earns a score of 1 on all rated components of the practice rubric across all school visits, a score of 0 will be assigned.

**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.

Please select a minimum value between 3.50 and 3.75 and choose 4.00 as the maximum value for the Highly Effective range.

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective:	3.50	4.00

Please select a minimum value between 2.50 and 2.75 and a maximum value between 3.49 and 3.74 for the Effective range.

	Minimum Rubric Score	Maximum Rubric Score
Effective:	2.50	3.49

Please select a minimum value between 1.50 and 1.75 and a maximum value between 2.49 and 2.74 for the Developing range.

	Minimum Rubric Score	Maximum Rubric Score
Developing:	1.50	2.49

Please choose 0.00 as the minimum value and select a maximum value between 1.49 and 1.74 for the Ineffective range.

	Minimum Rubric Score	Maximum Rubric Score
Ineffective:	0.00	1.49



**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 9. PRINCIPALS: School Visits - Required School Visits

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**Principal School Visit Subcomponent Weighting**

**Required Subcomponent 1: School visits by Supervisor(s) or Other Trained Administrators**

- At least 80% of the Principal School Visit category score

**Required Subcomponent 2: 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 Principal(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 LEA 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 LEA, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor or their designee. If the LEA is granted an annual Undue Burden Independent Evaluator Hardship Waiver by the Department, this subcomponent will be satisfied through the processes described in that application.*


**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 9. PRINCIPALS: School Visits - Required School Visits

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**Required Subcomponent 1: School Visits by Supervisor(s) or Other Trained Administrators**

At least one school visit must be conducted by supervisor or other trained administrator and at least one of the required school visits

must be unannounced (as defined in §3012-d(3)(b)). Duration of school visits are 15-30 minutes.

- LEAs may locally determine whether to use more than one school visit by superintendent or other trained administrator. Nothing shall be construed to limit the discretion of a board of education or superintendent of schools from conducting additional school visits for non-evaluative purposes.
- The frequency and duration of school visits are locally determined.
- School visits may not occur by live or recorded video.

**Indicate the minimum number of unannounced and announced school visits by supervisor(s) or other trained administrators in the table below.**

PRINCIPALS <i>Indicate whether the number and method selected applies to all principals or to a subgroup of principals.</i>	SUBGROUP <i>If "Subgroup of Principals" is selected in the previous column, indicate which principals the number and method selected applies to; otherwise, enter "N/A." For additional subgroups, add another row.</i>	UNANNOUNCED Minimum Number of School Visits	ANNOUNCED Minimum Number of School Visits
Subgroup of Principals	Tenured	0	1
Subgroup of Principals	Probationary	1	1

**Required Subcomponent 2: School Visits by Impartial Independent Trained Evaluator(s)\***

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**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 9. PRINCIPALS: School Visits - Required School Visits

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<b>PRINCIPALS</b> <i>Indicate whether the number and method selected applies to all principals or to a subgroup of principals.</i>	<b>SUBGROUP</b> <i>If "Subgroup of Principals" is selected in the previous column, indicate which principals the number and method selected applies to; otherwise, enter "N/A." For additional subgroups, add another row.</i>	<b>UNANNOUNCED</b> <b>Minimum Number of School Visits</b>	<b>ANNOUNCED</b> <b>Minimum Number of School Visits</b>
Subgroup of Principals	Tenured	1	0
Subgroup of Principals	Probationary	1	0

**Independent Evaluator 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 independent evaluator(s) will be trained and selected by the LEA.

**Please also check each of the following boxes.**

- Assure that if the LEA is granted an annual Rural/Single Building District Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective; and, that in any school year for which there is an approved waiver, the second school visit(s) shall be conducted by one or more evaluators selected and trained by the LEA, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor or his/her designee. See Section 30-3.5(c)(1)(ii)(a) of the Rules of the Board of Regents.
- Assure that if the LEA is granted an annual Undue Burden Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective and, that in any school year for which there is an approved waiver and such waiver contains information that conflicts with the information provided in Task 9 of the LEA's approved Section 3012-d APPR plan, the provisions of the approved waiver will apply. See Section 30-3.5(c)(1)(ii)(b) of the Rules of the Board of Regents.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 9. PRINCIPALS: School Visits - Optional School Visits

Page Last Modified: 08/09/2021

**Optional Subcomponent: School Visits by Trained Peer Principal(s)**

If selected, at least one school visit must be conducted by trained peer principal(s).

- Peer principals are trained and selected by the LEA. Trained peer principals must have received an overall rating of Effective or Highly Effective in the prior school year.
- School visits may not occur by live or recorded video.

**Indicate the minimum number of unannounced and announced school visits by trained peer principal(s) in the table below.**

**If the optional subcomponent will not be used, please indicate "N/A" for the minimum number for both unannounced and announced school visits for "All Principals."**

<b>PRINCIPALS</b> <i>Indicate whether the number and method selected applies to all principals or to a subgroup of principals.</i>	<b>SUBGROUP</b> <i>If "Subgroup of Principals" is selected in the previous column, indicate which principals the number and method selected applies to; otherwise, enter "N/A." For additional subgroups, add another row.</i>	<b>UNANNOUNCED</b> <b>Minimum</b> <b>Number of</b> <b>School Visits</b>	<b>ANNOUNCED</b> <b>Minimum</b> <b>Number of</b> <b>School Visits</b>
All Principals (enter 'N/A' in the next column)	N/A	N/A	N/A

**Peer Principal School Visit Assurances**

**Please check all of the boxes below.**

- Assure that peer principal(s), as applicable, will be trained and selected by the LEA.
- Assure that, if school visits are being conducted by trained peer principal(s), these principal(s) received an overall rating of Effective or Highly Effective in the previous school year.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 10. PRINCIPALS: Overall Scoring - Category and Overall Ratings

Page Last Modified: 08/02/2019

**Category and Overall Ratings**

For guidance on APPR scoring, see NYSED APPR Guidance.

**Category Scoring Ranges**

The overall Student Performance category score and the overall School Visit category score will be converted into a HEDI rating based on the ranges listed in the tables below.

<b>Student Performance Category</b>			<b>Principal School Visit Category</b>		
HEDI ratings must be assigned based on the point distribution below.			HEDI ratings must be assigned based on locally-determined ranges consistent with the constraints listed below.		
	<b>Overall Student Performance Category Score and Rating</b>			<b>Overall School Visit Category Score and Rating</b>	
	Minimum	Maximum		Minimum	Maximum
<b>H</b>	18	20	<b>H</b>	3.5 to 3.75	4.0
<b>E</b>	15	17	<b>E</b>	2.5 to 2.75	3.49 to 3.74
<b>D</b>	13	14	<b>D</b>	1.5 to 1.75	2.49 to 2.74
<b>I</b>	0	12	<b>I</b>	0.00	1.49 to 1.74

**Scoring Matrix for the Overall Rating**

The overall rating for an educator shall be determined according to a methodology described in the matrix below.

		<b>Principal School Visit Category</b>			
		<b>Highly Effective (H)</b>	<b>Effective (E)</b>	<b>Developing (D)</b>	<b>Ineffective (I)</b>
<b>Student Performance Category</b>	<b>Highly Effective (H)</b>	H	H	E	D
	<b>Effective (E)</b>	H	E	E	D
	<b>Developing (D)</b>	E	E	D	I
	<b>Ineffective (I)</b>	D	D	I	I

**Category and Overall Rating 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.
- Assure that it is possible to obtain a zero in each subcomponent.
- Assure the overall rating determination for a principal shall be determined according to the evaluation matrix.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 11. PRINCIPALS: Additional Requirements - Principal Improvement Plans

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Page Last Modified: 08/12/2021

**Additional Requirements**

For guidance on additional requirements for principals, see NYSED APP Guidelines

**Principal Improvement Plan Assurances**

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 11. PRINCIPALS: Additional Requirements - Appeals

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Page Last Modified: 09/08/2021

**Appeal Assurance**

**Please check the box below.**

- Assure the LEA has collectively bargained appeal procedures that are consistent with the regulations and that they provide for the timely and expeditious resolution of an appeal.

**Appeals**

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

(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 LEA's 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 §3012-d and Subpart 30-3 of the Rules of the Board of Regents; and

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

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 11. PRINCIPALS: Additional Requirements - Appeals

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Page Last Modified: 09/08/2021

**Describe the procedure for ensuring that appeals of annual performance evaluations will be resolved in a timely and expeditious manner.**

Erie 1 BOCES APPR Appeal - Administrators Association Erie 1 BOCES ("BOCES," hereafter), by its District Superintendent of Schools ("District Superintendent," hereafter), the Erie I BOCES Administrators Association ("Association," hereafter), by its President, each for







**Educator Evaluation - Education Law §3012-d, amended in 2019**Task 11. PRINCIPALS: Additional Requirements - Assurances

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Page Last Modified: 08/09/2021

**Principal Evaluation Assurances****Please check all of the boxes below.**

- Assure that the LEA 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 the 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.
- Assure that the evaluation system will be used as a significant factor for employment decisions.
- Assure that principals will receive timely and constructive feedback as part of the evaluation process.
- Assure that the following prohibited elements listed in Education Law Section 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 locally-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. 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 LEA shall compute and provide principals with their APPR scores and ratings as soon as practicable, 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.

**Assessment Assurances****Please check all of the boxes below.**

- 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.
- Assure that individuals with vested interest in the outcome of their assessments are not involved, to the extent practicable, in the scoring of those assessments.

**Data Assurances****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.
- Assure that the LEA provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.
- Assure scores for all principals will be reported to NYSED for each subcomponent, as well as the overall rating, as per NYSED requirements.
- Assure that procedures for ensuring data accuracy and integrity are being utilized.

**Educator Evaluation - Education Law §3012-d, amended in 2019**

Task 12. Joint Certification of APPR Plan - Upload Certification Form

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Page Last Modified: 10/06/2021

**Upload APPR LEA 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 on each task, please submit from Task 12 only.*

**Please obtain the required signatures, create a PDF file, and upload your joint certification of the APPR Plan using the "LEA Certification Form" found in the "Documents" menu on the left side of the page.**

Certification Form.pdf



## PRINCIPAL/SUPERVISOR IMPROVEMENT PLAN (PIP)

Administrator's Name \_\_\_\_\_ Evaluator Name \_\_\_\_\_

Building \_\_\_\_\_ Assignment \_\_\_\_\_ Date \_\_\_\_\_

Association Representative (if applicable) \_\_\_\_\_

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### Areas in Need of Improvement

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### Timeline for Achieving Improvement

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### Manner in Which Improvement Will Be Assessed

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### Activities to Support Improvement

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Signature of Administrator receiving PIP \_\_\_\_\_ Date \_\_\_\_\_

Signature of Evaluator \_\_\_\_\_ Date \_\_\_\_\_

Signature of District Superintendent \_\_\_\_\_ Date \_\_\_\_\_

The evaluator has determined that the Administrator receiving the PIP has satisfactorily completed the conditions of the PIP.

\_\_\_\_\_ Date \_\_\_\_\_

Original – Personnel File

Copy – Principal/Supervisor

Copy – Director/Supervising Administrator

Copy- District Superintendent



