/ THE UNIVERSITY OF THE STATE OF NEW YORK

Commissioner of Education
President of the University of the State of New York
89 Washington Avenue, Room 111
Albany, New York 12234

E-mail: commissioner@nysed.gov
Twitter:@NYSEDNews
Tel: (518) 474-5844
Fax: (518) 473-4909

January 29, 2018

**Revised**

Ronald Wheelock, Superintendent
Sauquoit Valley Central School District
2601 Oneida Street
Sauquoit, NY 13456

Dear Superintendent Wheelock:

Congratulations. I am pleased to inform you that your Annual Professional Performance Review (APPR) plan meets the criteria outlined in Education Law §3012-d and Subpart 30-3 of the Commissioner's Regulations and has been approved. As a reminder, we are relying on the information you provided on your APPR form, including the certifications and assurances that are part of your approved APPR 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 tha(v)16CT-268353(r)-3ursuan4(s484(o )-252)11S roved APPR

NOTE:
Pursuant to sections 30-2.14 and 30-3.17 of the Rules of the Board of Regents, during the 2015-16 through 2018-19 school years, your district/BOCES must calculate transition scores and ratings for teachers and principals that exclude the results of grades 3-8 ELA and math State assessments and any State-provided growth scores. For the 2016-17 through 2018-19 school years, your district/BOCES must establish alternate SLOs for affected teachers and principals who, as a result of the above exclusions, have no remaining measures in the Student Performance Category.

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

Page Last Modified: 01/29/2018

## Task 1) Disclaimers

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

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

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

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

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

## 1.1) Assurances

Please check all of the boxes below

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

## 1.2) Submission Status

Is this a first-time submission under Education Law §3012-d or the submission of material changes to an APPR plan approved pursuant to Education Law §3012-d?

Submission of material changes to an APPR plan approved pursuant to Education Law §3012-d

Page Last Modified: 01/29/2018

## 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 tha
grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of st
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 tha
grade and subject, SLOs must cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of st
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 |

Page Last Modified: 01/29/2018

- School- or program-wide, group, team, or linked results; or district- or BOCES-wide results with:
- The New York State ELA Regents assessment;
- Any other State assessment(s);
- District-determined assessments from the list of State-approved 3rd party assessments; or
- State-approved district, regional or BOCES-developed assessments; or
- Teacher-specific results with assessment(s) approved for the specific course and grade level that are:
- District-determined assessments from the list of State-approved 3rd party assessments; or
- State-approved district, regional or BOCES-developed assessments.

Using the table below, please select the measure and assessment(s) that will be used for SLOs for the grade/subject listed. Please do not select “All Regents given in the building/district” in addition to individual Regents exams.

| | Measure | State or Regents Assessment(s) | Locally-Developed Course-Specific Assessment(s) | Third Party Assessment(s) |
|---|---|---|---|---|
| 9 ELA | District- or BOCES-wide results | ☑ ELA Regents<br>☑ Algebra I Regents<br>☑ Living Environment Regents<br>☑ US D | | |
| | | a4ide<br>☑<br>☑<br>☑<br>☑ | | |
| | | ☑ | | |
| | | ☑<br>☑<br>☑<br>☑ | | |

Page Last Modified: 01/29/2018

## 2.7)Grades K-2 ELA and Math: Measures and Assessments (Original)

STUDENT LEARNING OBJECTIVES: Courses without State Assessments or Regents Exams

For guidance on SLOs, see NYSED SLO Guidance.

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

For grades K-2 ELA/math, district-determined assessments from options below may be used as evidence of student learning within the SLO:

- School- or program-wide, group, team, or linked results; or district- or BOCES-wide results with:
- State assessment(s);
- District-determined assessments from the list of State-approved 3rd party assessments; or
- State-approved district, regional or BOCES-developed assessments; or
- Teacher-specific results with assessment(s) approved for the specific course and grade level that are:
- District-determined assessments from the list of State-approved 3rd party assessments; or
- State-approved district, regional or BOCES-developed assessments.

Using the table below, please select the measure and assessment(s) that will be used for SLOs for the grade/subject listed.

| | Measure | State or Regents Assessment(s) | Locally-Developed Course-Specific Assessment(s) | Third Party Assessment(s) |
|---|---|---|---|---|
| K ELA | District- or BOCES-wide results | ☑ ELA Regents<br>☑ Algebra I Regents<br>☑ Living Environment Regents<br>☑ US History Regents | | |
| K Math | District- or BOCES-wide results | ☑ ELA Regents<br>☑ Algebra I Regents<br>☑ Living Environment Regents<br>☑ US History Regents | | |
| 1 ELA | District- or BOCES-wide results | ☑ ELA Regents<br>☑ Algebra I Regents<br>☑ Living Environment Regents<br>☑ US History Regents | | |
| 1 Math | District- or BOCES-wide results | ☑ ELA Regents<br>☑ Algebra I Regents<br>☑ Living Environment Regents<br>☑ US History Regents | | |
| 2 ELA | District- or BOCES-wide results | ☑ ELA Regents<br>☑ Algebra I Regents<br>☑ Living Environment Regents<br>☑ US History Regents | | |
| 2 Math | District- or BOCES-wide results | ☑ ELA Regents<br>☑ Algebra I Regents | | |

Page Last Modified: 01/29/2018

| | Measure | State or Regents Assessment(s) | Locally-Developed Course-Specific Assessment(s) | Third Party Assessment(s) |
|---|---|---|---|---|
| | | ☑<br>☑ | | |

Annual Profes615 250.72 dr6.fBDC 0 57 0.1 Td (Sta943 c1_349 Tm (S7Tf -3oducat (S Law 0 3012-dBDC 00 rg1_3 1 Tf 0 1c 0

Page Last Modified: 01/29/2018

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

## 4.1) Teacher Practice Rubric

Select a teacher practice rubric from the menu of State-approved rubrics to assess performance based on the observable NYS Teaching Standards.

| Rubric Name | If more than one rubric is utilized, please indicate the group(s) of teachers each rubric applies to. |
|---|---|
| NYSUT Teacher Practice Rubric (2012 Edition) | (No Response) |

## 4.2) Assurances

Please check all of the boxes below.

- ☑ Assure that all observable NYS Teaching Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual observations.
- ☑ Assure that the process for assigning points for the Teacher Observation category will be in compliance with the locally-determined subcomponent weights and overall Observation category score and rating based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents.
- ☑ Assure that the same rubric(s) is used for all classroom teachers in a grade/subject across the district/BOCES, provided that districts/BOCES may locally determine whether to use different rubrics for teachers who teach different grades and/or subjects during the school year as indicated in Task 4.1 above.
- ☑ Assure that the same rubric(s) is used for all observations of a classroom teacher across the observation types in a given school year.

## 4.3) Process for Weighting Rubric Domains/Subcomponents

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

Please describe the process for weighting the observable domains/subcomponents of the chosen practice rubric (e.g., All observable components will be weighted equally and averaged).

All observable components will be weighted equally and averaged.

## 4.4) Calculating Observation Ratings

Assurances

Please check each of the boxes below.

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

Please also check each of the following boxes.

- ☑ Assure that if the district 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 observation(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator. See Section 30-3.4(d)(2)(i)(b)(1) of the Rules of the Board of Regents.
- ☑ Assure that if the district/BOCES 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 4 of the district's/BOCES' approved §3012-d APPR plan, the provisions of the approved waiver will apply. See Section 30-3.4(d)(2)(i)(b)(2) of the Rules of the Board of Regents.

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 |

| | 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 |

## 4.5) Teacher Observation Subcomponent Weighting

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

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

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

* If the district is granted an annual 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 observation(s) required performed by the principal/supervisor or other trained administrator.

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 |
|---|---|---|---|
| 90% | 10% | 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 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 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 observations will be unannounced.

## 4.7) Number and Method of Observations

Indicate the minimum number of unannounced and announced observations for each type of observer, as well as the method of observation, in the tables below.

Tenured Teachers

| | Required - Principal/ Administrator: Minimum observations | Required - Principal/ Administrator: Observation method | Required - Independent Evaluator(s): Minimum observations | Required - Independent Evaluator(s): Observation method | Optional - Peer Observer(s): Minimum observations | Optional - Peer Observer(s): Observation method |
|---|---|---|---|---|---|---|
| Unannounced | 0 | N/A | 1 | In person | 0 | N/A |
| Announced | 1 | In person | 0 | N/A | 0 | N/A |

Probationary Teachers

| | Required - Principal/ Administrator: Minimum observations | Required - Principal/ Administrator: Observation method | Required - Independent Evaluator(s): Minimum observations | Required - Independent Evaluator(s): Observation method | Optional - Peer Observer(s): Minimum observations | Optional - Peer Observer(s): Observation method |
|---|---|---|---|---|---|---|
| Unannounced | 0 | N/A | 1 | In person | 0 | N/A |
| Announced | 1 | In person | 0 | N/A | 0 | N/A |

Page Last Modified: 01/29/2018

For guidance on APPR scoring, see NYSED APPR Guidance.

## 5.1) Scoring Ranges

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

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

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

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

## 5.2) Scoring Matrix for the Overall Rating

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

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

## 5.3) Assurances

Please check all of the boxes below.

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

Page Last Modified: 01/29/2018

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

## 6.1) Assurances: Teacher Improvement Plans

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

- ☑ Assure that the district/BOCES will formulate and commence implementation of a Teacher Improvement Plan (TIP) for all teachers who receive a Developing or Ineffective rating by October 1 following the school year for which such teacher's performance is being measured or as soon as practicable thereafter.
- ☑ Assure that TIP 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 teacher's improvement in those areas.

## 6.2) Attachment: Teacher Improvement Plan Forms

All TIP plans developed and implemented by the superintendent or his/her designee, in the exercise of his/her pedagogical judgment, must include:

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

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

SVCS TIP Plan~Appendix K.doc

## 6.3) Assurance: Appeals

**Please check the box below.**

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

## 6.4) Appeals

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

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

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

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

(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 school district's/BOCES' 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.

Page Last Modified: 01/29/2018

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

Appeals may only be filed for an overall APPR composite ratingof ineffective or developing. Any appeal will be limited to the following criteria:
1. The district's adherence to the standards and methodologies required for such reviews, pursuant to Education Law 3012-d.
2. The adherence to the Comminssioner's regulations, as applicable to such reviews.
3. Compliance with locally negotiated procedures.
4. The District's issuance and/or implementation of the terms of the improvement plan under Education Law 3012-d.

Multiple appeals regarding the same performance review or improvement plan may not be filed. Any grounds not raised at the time of the appeal shall be deemed waived. The teacher has the burden of demonstrating a clear legal right to the relief being requested as theburden of proof lies with the individual teacher filing the appeal. Each appeal must be filed in writing,with a copy being sent to the SVTA President,no later than 15 calendar days of receiving the final overall APPR composite rating. Within 15 calendar days of receipt of the appeal,the administrator who

Page Last Modified: 01/29/2018

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

Each lead evaluator will complete extensive training annually conducted by OHM BOCES. All evaluators including lead evaluators, evaluators, and independent observers, will complete extensive training annually as conducted by the OHM BOCES. The district will not use peer observers. Our Board of Education certifies each evaluator at our July re-organizational Board meeting. Lead evaluator and evaluator training and certification will be conducted by the OHM BOCES which includes training on the nine element of Regents Rule 30-3:

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

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

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

4.) Application and use of the teacher or principal rubric(s), including training on the effective application of such rubrics to observe a teacher or principal's practice;

5.) Application and use of any assessment tools that the school district uses to evaluate its classroom teachers or building principals, as approved by the State Education Department.

6.) Application and use of any locally selected measures of student growth used in the optional subcomponent of the Student Performance Category used by the district to evaluate its teachers or principals;

7.) Use of the Statewide Instructional Reporting System;

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

9.) Specific considerations in evaluating teachers and principals of English Language learners and students with disabilities.

The training and certification of independent evaluators will adhere to the following guidelines as specified by Regents Rule 30-3:

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

2.) Evidence-based observation techniques that are grounded in research; and

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

Upon completion of the year-long training for evaluators/lead evaluators, all evaluators will be certified as lead evaluators. All evaluators responsible for teacher evaluation will continue training on an annual basis through participation in the annual follow-up training for evaluators/lead evaluators provided by the OHM BOCES. The OHM BOCES will re-certify all evaluators on an annual basis. This training will support the continued growth in understanding of the nine elements of performance review noted above; as well as, the three required elements for independent evaluators. All evaluators who complete the annual follow-up training will be re-certified as lead evaluators. As designated by the Board of Education, the Superintendent will ensure that all evaluators participate in the required training on an annual basis for purposes of continued growth in understanding of the teacher performance evaluation process. The OHM BOCES will be utilized to provide the certification; as well as, the ongoing annual re-certification training. Initial training and annual re-training for all evaluators occurs over five (5) days throughout the school year for 3-4 hours per training day.

The initial training for all evaluators and the annual training thereafter, for purposes of continued growth, will maintain inter-rater reliability of all evaluators over time. In cases where video recordings are conducted for observations, these recordings will also serve as a training tool for inter-rater reliability. The district will use administrative cabinet meetings to review our evaluation and observation process to assess inter-rater reliability.

Page Last Modified: 01/29/2018

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

- ☑ Assure that the district/BOCES shall compute and provide to the teacher their score and rating for the Student Performance category, if available, and for the Teacher Observation category for the teacher's Annual Professional Performance Review, in writing, no later than the last school day of the school year for which the teacher is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's performance is being measured.
- ☑ Assure that the evaluation system will be used as a significant factor for employment decisions.
- ☑ Assure that teachers will receive timely and constructive feedback as part of the evaluation process.
- ☑ Assure that the following prohibited elements listed in Education Law §3012-d(6) are not being used as part of any teacher's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of teacher practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of teacher effectiveness; any district or regionally-developed assessment that has not been approved by the Department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner. 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, during the 2015-16 through 2018-19 school years, the district/BOCES shall compute and provide teachers whose Student Performance Category measures are based, in whole or in part, on the grades 3-8 ELA/math State assessments and/or State-provided growth scores with their APPR transition scores and ratings as soon as practicable, but in no case later than September 1 of the school year next following the school year for which the teacher's performance is being measured.
- ☑ Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES shall provide such teachers with their original composite rating by September 1 of the school year next following the school year for which the teacher's performance is being measured, or as soon as practicable thereafter.

## 6.8) Assurances: Assessments

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

- ☑ Assure that, where applicable, if students take more than one version of the Regents assessment for a particular content area, then the district/BOCES will use the higher of the two scores to determine wheo s dAool:iasseigure <</ot2r of ttiterms er.

## Task 7) Original Required Student Performance Subcomponent

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

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

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

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

## 7.1) State-Provided Measures of Student Growth (Original)

Please list the grade configurations of the school(s)/program(s) in your district/BOCES where it is expected that 30-100% of a principal's students are taking assessments for which there is a State growth model (e.g., K-5, K-6, 6-8, 6-12, 9-12, etc.).

For principals where less than 30% of their students are covered under a State-provided growth measure, please use Task 7.2.

For the 2015-16 through 2018-19school years, principals of buildings or programs that include all of grades 9-12 who receive State-provided growth scores based on Regents assessments set back-up SLOs based on Regents assessments.

For the 2019-20 school year and thereafter, for those principals who would typically receive a State-provided growth score, the district/BOCES must also include a back-up SLO in the event that there are not enough students, not enough scores, or data issues that prevent a State-provided growth score from being calculated for that principal. Principals of buildings or programs that include all of grades 9-12 who receive State-provided growth scores based on Regents assessments should continue to set back-up SLOs based on Regents assessments in the 2019-20 school year and thereafter.

**Please list the grade configurations of the schools or principals where State-provided growth measures will apply beginning in the 2019-20 school year (please list, e.g., K-5, K-6, 6- 8, 6-12, 7-12, 9-12). For each configuration, also indicate assessment(s) used for back-up SLOs.**

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

**Column 1: lowest grade that corresponds to the building or program**

**Column 2: highest grade that corresponds to the building or program**

**Column 3: assessment(s) used**

*Follow the examples below.*

| | (1) lowest grade | (2) highest grade | (3) assessment(s) |
|---|---|---|---|
| Grades K-6 Building | K | 6 | NYS Grade 4 ELA,NYS Grade 5ELA,NYS Grade 6 ELA, NYS Grade 4 Math,NYS Grade 5Math,NYS Grade 6 Math |
| Grades 7-12Building | 7 | 12 | Grade 7 ELA, Grade 7 Math, Grade 8 ELA, Grade 8 Math, All applicable Regents assessments which are used to generate the principal's State-provided growth score |

| | | |
|---|---|---|
| | | ☑<br>☑<br>☑<br>☑<br>☑<br>☑<br>☑<br>☑ |
| | | ☑ |

## 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 State or Regents assessments. SLOs will be developed using the following rules:**

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

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

**Column 1: lowest grade that corresponds to the building or program**

**Column 2: highest grade that corresponds to the building or program**

**Column 3: measure used**

**Column 4: assessment(s) used**

*Follow the examples below.*

| | (1) lowest grade | (2) highest grade | (3) measure | (4) assessment(s) |
|---|---|---|---|---|
| Grades K-2 Building | K | 2 | District- or BOCES-wide results | ELARegents, Algebra IRegents, Living EnvironmentRegents, Global 2Regents, US HistoryRegents |
| Grades 11-12 Building | 11 | 12 | Principal-specificresults | ELARegents, US HistoryRegents |

**Using the table below, please select the measure and assessment(s) that will be used for the SLOs for each grade configuration listed. During the 2016-17 through 2018-19 school years, SLOs that use grade 3-8 ELA/math State assessments as their underlying assessments must be excluded from the calculation of transition scores and ratings.**

| Grade From | Grade To | Measure | State or Regents Assessment(s) | Locally-Developed Course-Specific Assessment(s) | Third Party Assessment(s) |
|---|---|---|---|---|---|
| K | 4 | Principal-specific results | ☑ Grade 3 ELA<br>☑ Grade 4 ELA<br>☑ Grade 3 Math<br>☑ Grade 4 Math | | |

## 7.3) HEDI Scoring Bands

| | | | | | |
|---|---|---|---|---|---|
| | | | | | |
| | | | ☑ | | |
| | | | ☑<br>☑<br>☑<br>☑ | | |

Page Last Modified: 01/29/2018

## 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.

Page Last Modified: 01/29/2018

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

## 9.1) Principal Practice Rubric

**Select a principal practice rubric from the menu of State-approved rubrics to assess performance based on ISLLC 2008 Standards.**

| Rubric Name | **If more than one rubric is utilized, please indicate the group(s) of principals each rubric applies to.** |
|---|---|
| Marshall's Principal Evaluation Rubric (2012 Revised Edition with 2013 Updates) | (No Response) |

## 9.2) Assurances

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

- ☑ Assure that all observable ISLLC 2008 Leadership Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual school visits.
- ☑ Assure that the process for assigning points for the Principal School Visit category will be in compliance with the locally-determined

**Annual Professional Performance Review - Education Law §3012-d**

Task 9. Principal School Visit Category - Tasks 9.1-9.6

Page Last Modified: 01/29/2018

**Principal School Visit Scoring Bands**

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

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

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

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

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

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

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

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

Page Last Modified: 01/29/2018

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.**

Sauquoit Valley Principal Improvement Plan.doc

## 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 studentperformance category, but rated Highly Effective on the school visit category based on an anomaly, as determined locally;

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

(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 school district's/BOCES' 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.

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

Appeals may only be filed for an overall APPR composite rating of ineffective or developing. Any appeal will be limited to the following criteria:
1. The district's adherence to the standards and methodologies required for such reviews, pursuant to Education Law 3012-d.
2. The adherence to the Comminssioner's regulations, as applicable to such reviews.
3. Compliance with locally negotiated procedures.
4. The District's issuance and/or implementation of the terms of the improvement plan under Education Law 3012-d.

Multiple appeals regarding the same performance review or improvement plan may not be filed. Any grounds not raised at the time of the appeal shall be deemed waived. The administrator has the burden of demonstrating a clear legal right to the relief being requested as the burden of proof lies with the individual administrator filing the appeal. Each appeal must be filed in writing, with a copy being sent to the SVAA President, no later than 15 calendar days of receiving the final overall APPR composite rating. The appeal must include any and all documentation specific to the point(s) of disagreement that will support the district's response to the appeal. Any information not included at that time will not be considered. The superintendent will render a decision in writing no later than 30 calendar days from the date the administrator filed the appeal. An administrator may appeal the superintendent's final decision to the BOCES district superintendent within 15 calendar days of his/her appeals determination from the superintendent. His/her decision will be rendered within 30 calendar days and such decision shall be considered final.

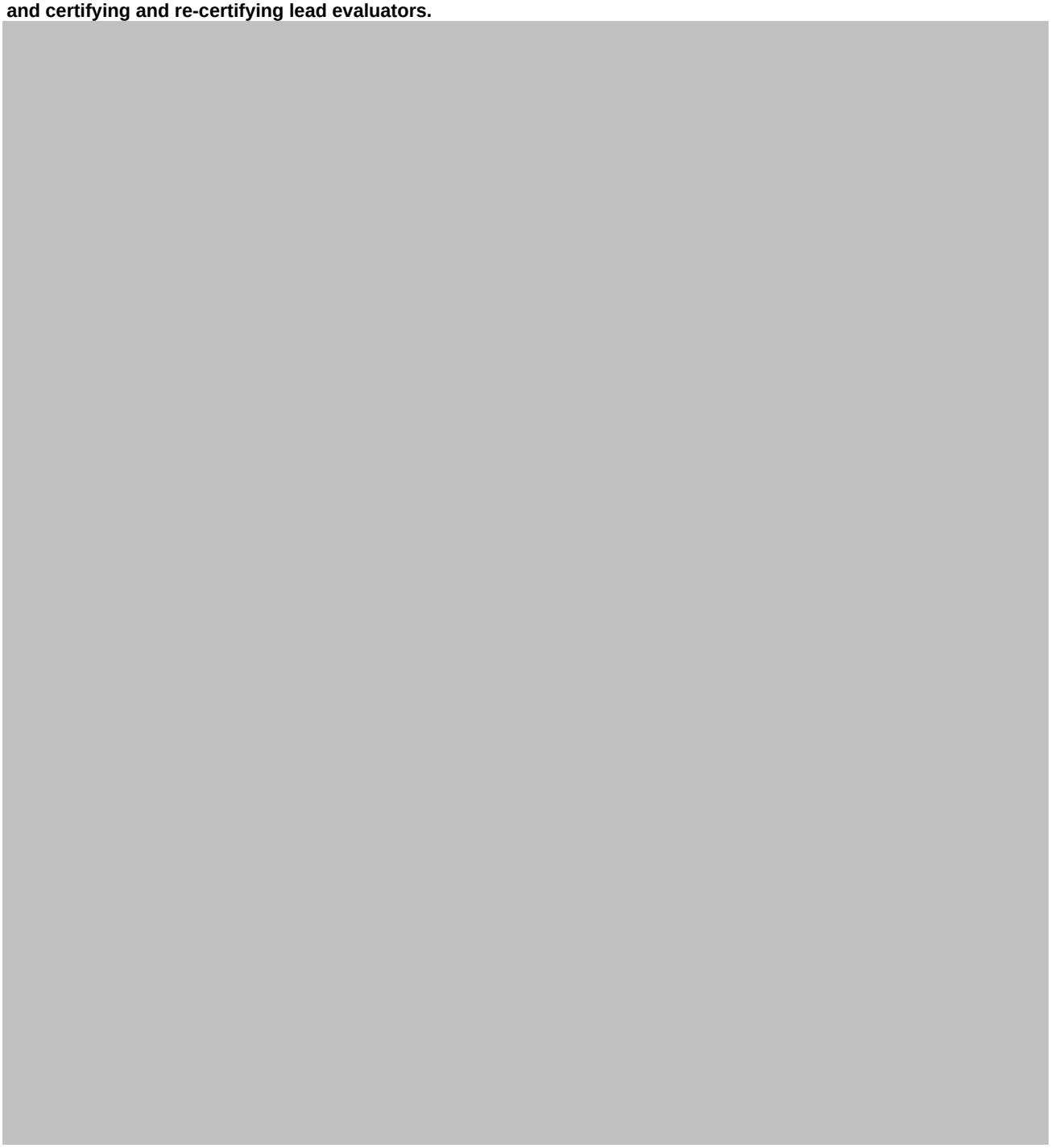
## 11.5) Assurance: Evaluators

**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 principal's evaluation. Note: independent observers and peer observers need only be trained on elements 1, 2, and 4 below.

Page Last Modified: 01/29/2018

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



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

- ☑ Assure that the district/BOCES shall compute and provide to the principal their score and rating for the Student Performance category, if available, and for the Principal School Visit category for 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 §3012-d(6) are not being used as part of any principal's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of principal practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the department; use of an instrument for parent or student feedback; use of professional goal-setting as evidence of principal effectiveness; any district or regionally-developed assessment that has not been approved by the department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner. 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, during the 2015-16 through 2018-19 school years, the district/BOCES shall compute and provide principals whose Student Performance Category measures are based, in whole or in part, on the grades 3-8 ELA/math State assessments and/or State-provided growth scores with their APPR transition scores and ratings 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.
- ☑ Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES shall provide such principals with their original composite rating by September 1 of the school year next following the school year for which the principal's performance is being measured, or as soon as practicable thereafter.

## 11.8) Assurances: Assessments

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

- ☑ Assure that, where applicable, if students take more than one version of the Regents assessment for a particular content area, then the district/BOCES will use the higher of the two scores to determine whether a student has met his/her growth target.
- ☑ 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 administration and scoring of those assessments.
- ☑ Assure that, where there is more than one version of a Regents assessment for a content area, that the district/BOCES will only administer both assessments within the timeframes prescribed by the Commissioner. Where only one version of a Regents assessment for a content area is administered in a particular school year, assure that only that assessment will be used as the underlying evidence for an SLO.

## 11.9) Assurances Data

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

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

APPENDIX K

# SAUQUOIT VALLEY CENTRAL SCHOOL
# TEACHER IMPROVEMENT PLAN (TIP)

(Part of APPR)

The purpose of the TIP is the improvement of teacher practice. The goal is to provide resources and support for teachers who have been rated as either "developing"

# Sauquoit Valley Principal Improvement Plan

| | |
|---|---|
| **Principal's Name:** | **School:** |
| **Grade Levels:** | **School Year to Commence:** |
| **Evaluator Developing the Plan:** | **APPR Rating:** |

**Briefly describe areas of strength the principal brings to the plan:**

**Briefly describe areas in need of improvement:**

**Note:** Only state goals for which the principal has received a 1 or 2 overall category rating. Delete all areas not being addressed through this plan.

| Goals | Action Steps (Provide detailed description) | Needed Support/ Resources | Who is responsible for implementation and collection of evidence? | Expected Dates of Completion | Evidence of Goal Being Met |
|---|---|---|---|---|---|
| I. Shared Vision of Learning | | | | | |
| II. School Culture and Instructional Program | | | | | |
| III. Safe, Efficient, Effective Learning Environment | | | | | |
| IV. Community | | | | | |
| V. Integrity, Fairness, Ethics | | | | | |
| VI. Political, Social, Economic, Legal, Cultural Context | | | | | |
| State Growth Model/SLO | | | | | |

**Strategies for Implementing the Plan:**

**Signature of Evaluator** **Date**

**Signature of Principal** **Date**

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

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

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

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

The district/BOCES and its collective bargaining agent(s), where applicable, also certify that during the 2015-16 through 2018-19 school years, transition scores and ratings will be calculated for teachers and principals using State assessments and any State-provided growth scores that the district/BOCES will continue to provide teachers and principals with original APPR scores and ratings calculated based on the measures in their approved APPR plan without any modifications pursuant to §30-3.17 of the Rules of the Board of Regents; and that original APPR scores and ratings will be used as the basis for employment decisions, including tenure determinations, or teacher and principal improvement plans.

The school district or BOCES and its collective bargaining agent(s), where applicable, also certify that if the district's/BOCES' APPR Plan is rejected or rescinded for any reason, any increase in State Aid attributable to the approval of this APPR Plan may be withheld or forfeited by the State pursuant to Education Law §3012-d(11), as added by Chapter 56 of the Laws of 2015.

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

- Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES will continue to provide teachers and principals with original APPR scores and ratings calculated based on the measures described in their approved APPR plan without any modifications pursuant to §30-3.17 of the Rules of the Board of Regents and will use such original APPR scores and ratings as the basis for employment decisions, including tenure determinations, or teacher and principal improvement plans;
- Assure that, during the 2015-16 through 2018-19 school years, original APPR scores and ratings calculated based on the measures described in this approved APPR plan will be used as the basis for employment decisions, including tenure determinations, or teacher and principal improvement plans without any modifications;
- Assure that, during the 2015-16 through 2018-19 school years, original APPR scores and ratings calculated based on the measures described in this approved APPR plan will be used as the basis for employment decisions and will only be modified if the district/BOCES is required to do so pursuant to §30-3.17 of the Rules of the Board of Regents;
- Assure that beginning with the 2019-2020 school year, the original overall and composite scores pursuant to the district's or BOCES' approved APPR plan shall be used as the basis for employment decisions, including tenure determinations and teacher and principal improvement plans;
- Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES shall provide teachers and principals whose Student Performance Category measures are based, in whole or in part, on the grades 3-8 ELA/math State assessments and/or State-provided growth scores with their original composite APPR rating pursuant to §30-3.17 of the Rules of the Board of Regents as soon as practicable, but in no event later than January 1 of the school year next following the school year for which the teacher's performance is being measured;
- Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES shall provide such teachers and principals with their original composite APPR rating by September 1 of the school year next following the school year for which the teacher's performance is being measured, or as soon
- Assure that, during the 2015-16 through 2018-19 school years, the district/BOCES shall continue to provide teachers and principals whose Student Performance Category measures are not based on the grades 3-8 ELA/math State assessments or State-provided growth scores with their score and

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 September 1 of the school year next following the school year for which the 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 provide each teacher or principal his or her score and each component score for the Teacher Observation category or Principal School Visit Category, or principal's annual professional performance review, in writing, no later than the last day of the school year for which the teacher or principal is being measured, but in no case later than September 1 of the school year next following the school year for which the teacher's or principal's performance is measured;
- Assure that the APPR Plan will be filed in the district office and made available to the public on the district's or BOCES' website no later than [redacted] after such plan is approved by the Commissioner, whichever shall later occur;
- Assure that accurate teacher and student data will be provided to the Department in the format and timeline prescribed by the Commissioner;
- Assure that, during the 2015-16 through 2018-19 school years, the district or BOCES will continue to report both the original and transition individual category and subcomponent scores and the overall original and transition ratings to the State for each classroom teacher and building principal evaluated by the Commissioner;
- Certify that the district provides an opportunity for every classroom teacher and building principal to verify the rosters and/or student rosters assigned to them;
- Assure that teachers and principals will receive timely and constructive feedback as part of the evaluation process;
- Assure that any training course for lead evaluator certification addresses each of the requirements in the regulations, including specific considerations in evaluating teachers and principals of English language learners and students with disabilities;
- Assure that, during the 2015-16 through 2018-19 school years, any educators who receive 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 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter;
- Assure that, beginning in the 2019-2020 school year, any educator who receives a Developing or Ineffective rating on 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 in the school year following the school year for which such teacher's or principal's performance is being measured or as soon as practicable thereafter;
- Assure that such improvement plan shall be developed by the superintendent or his/her designee, in consultation with their pedagogical judgment, and shall be subject to collective bargaining to the extent required by Article 14 of the Civil Service Law;
- Assure that all evaluators and lead evaluators, including independent evaluators and peer evaluators, as applicable, will be properly trained and that lead evaluators will be certified and recertified as necessary in accordance with all applicable statutes and regulations;
- Assure that the district or BOCES has collectively bargained appeal procedures that are consistent with the statutes and regulations and that the [redacted];
- Assure that, for teachers, all observable NYS Teaching Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of annual observations and, for principals, all observable ISLLC 2008 Leadership Standards/Domains of the selected practice rubric are assessed at least once a year across the total number of school visits;
- Assure that it is possible for a teacher or principal to obtain each point in the scoring ranges, including zero, for each subcomponent and that the district and BOCES shall ensure that the process by which weights are assigned to subcomponents and categories is transparent and available to teachers and principals prior to the start of each school year;
- Assure that if a second measure for the [redacted] is locally selected, then the same locally selected measures of student growth across all classrooms in the same [redacted] that are used in a consistent manner to the extent practicable;
- Assure that all growth targets represent [redacted] superintendent or another trained administrator;
- Assure that any material changes to this APPR Plan will be submitted to the [redacted] 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' transitional APPR scores and ratings, where applicable and consistent with §30-3.17 of the Rules

of the Board R[illegible] during the 2016-17 through 2018-19 school years only:

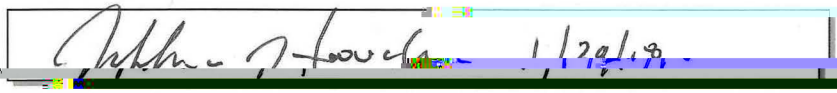
- Assure that, beginning in the 2[illegible] school year, [illegible] scores and ratings will be generated [illegible] BOCES' original APPR Plan will apply to all classroom [illegible] and Building principals as defined in the statute, regulations, and SED guidance with [illegible] requirements of 30-3.17 of the Rules of the [illegible]
- Assure that the distri[illegible] monitoring pursuant to Subpart 30-3 of the regu[illegible]
- Assure that the amounts of time d[illegible] State or Federal law for each classroom or program of the grade [illegible] minimum [illegible] required annual instructional hours for each classroom [illegible]
- Assure that the amount of time devoted to test preparation under standardized testing conditions for each grade does [illegible] in the aggregate, be [illegible] devoted to teacher admini[illegible] be counted towards the limits established by this [illegible] not be counted towar[illegible] supersede the re[illegible] English language learner[illegible]

**Signatures, dates**

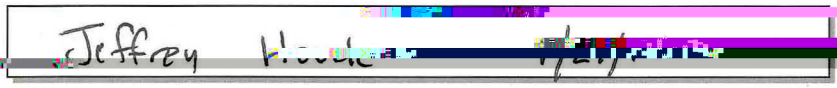
Superintendent Signature: Date:

Superintendent Name (print):

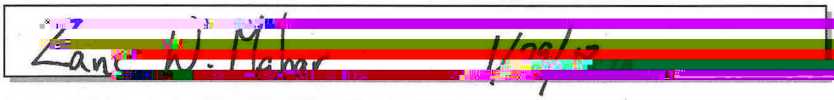
Teachers Union President Signature: Date:



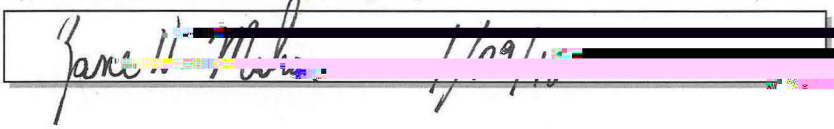
Teachers Union President Name (print):



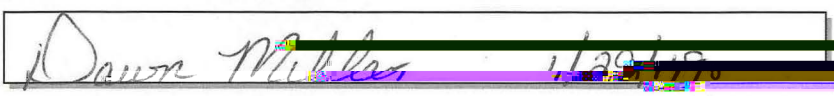
Administrative Union President Signature: Date:



Administrative Union President Name (print):



Board of Education President Signature: Date:



Board of Education President Name (print):