

## K-4 APPR Summary

	Total Composite Score 100 pts.	Observation 60 pts.	Local Measure 20 pts.	State Measure 20 pts.
Highly Effective	91 - 100	59 - 60	18 - 20	18 - 20
Effective	75 - 90	57 - 58	9 - 17	9 - 17
Developing	65 - 74	50 - 56	3 - 8	3 - 8
Ineffective	0 - 64	0 - 49	0 - 2	0 - 2

### Observation (60 pts.)

Teacher observations (unannounced and announced) will be evaluated using the Thoughtful Education Rubric. Each of the 12 TE Dimensions will be equally weighted and result in a score between 1 - 4. The average TE Rubric score will be applied to the NYSUT conversion table to determine a corresponding HEDI score.

### Local Measure (20 pts.)

A building wide measure will be used based upon performance index on the grades 3 & 4 math and ELA exams. The sum of the math and ELA performance index (total of 800) will be divided by 760 (only 760 of the 800 pts. Is needed for a HEDI score of 20), then multiplied by 20 to calculate a HEDI score based upon the table below:

Local Measure (Performance Index) 0-20 (K-4)

0 - 113.9		114 - 341.9		342 - 683.9		684 - 760	
Ineffective		Developing		Effective		Highly Effective	
0	0	3	114	9	342	18	684
1	38	4	152	10	380	19	722
2	76	5	190	11	418	20	760
		6	228	12	456		
		7	266	13	494		
		8	304	14	532		
				15	570		
				16	608		
				17	646		

\*\*Conversion table for when value added growth measures are introduced (2013-14):

Local Measure (Performance Index) 0-15 (K-4)

0 - 151.9		152 - 405.2		405.3 - 709.2		709.3 - 760	
Ineffective		Developing		Effective		Highly Effective	
0	0	3	152	8	405.3	14	709.3
1	50.7	4	202.7	9	456	15	760
2	101.3	5	253.3	10	506.7		
		6	304	11	557.3		
		7	354.7	12	608		
				13	658.7		

**State Measure (20 pts.)**

*Grades K-2* - The pre and post assessment for K-2 teachers will be AIMSWeb. Pre-test results will serve as a baseline upon which growth targets (SLO's) will be set. Baseline data will be measured against post-test data to assess student growth against the target established in the SLO. HEDI score will be determined based upon the AIMSWeb developed conversion chart.

*Grade 3* - The pre assessment for grade 3 teachers will be AIMSWeb. Pre-test results will serve as a baseline upon which growth targets (SLO's) will be set. The post assessment will be the NYS Math and ELA assessments. Baseline data will be measured against post-test data to assess student growth against the target established in the SLO. The HEDI score will be determined based upon the district developed HEDI conversion chart presented below:

SLO

0% - 40%		41% - 60%		61% - 80%		81% - 100%	
Ineffective		Developing		Effective		Highly Effective	
0	0% - 12%	3	41% - 44%	9	61% - 63%	18	81% - 85%
1	13% - 26%	4	45% - 48%	10	64% - 66%	19	86% - 90%
2	27% - 40%	5	49% - 51%	11	67% - 68%	20	91% - 100%
		6	52% - 54%	12	69% - 70%		
		7	55% - 57%	13	71% - 72%		
		8	58% - 60%	14	73% - 74%		
				15	75% - 76%		
				16	77% - 78%		
				17	79% - 80%		

**\*\*Conversion table for when value added growth measures are introduced (2013-14):**

SLO (25 pts.)

0% - 40%		41% - 60%		61% - 80%		81% - 100%	
Ineffective		Developing		Effective		Highly Effective	
0	0% - 12%	3	41% - 43%	10	57% - 58%	22	81% - 83%
1	13% - 26%	4	44% - 46%	11	59% - 60%	23	84% - 85%
2	27% - 40%	5	47% - 48%	12	61% - 62%	24	86% - 90%
		6	49% - 50%	13	63% - 64%	25	91% - 100%
		7	51% - 52%	14	65% - 66%		
		8	53% - 54%	15	67% - 68%		
		9	55% - 56%	16	69% - 70%		
				17	71% - 72%		
				18	73% - 74%		
				19	75% - 76%		
				20	77% - 78%		
				21	79% - 80%		

**Grade 4** – A pre assessment is not required for grade 4 teachers. Teachers will receive a HEDI score directly from NYS based upon student performance on the 4<sup>th</sup> grade NYS Math and ELA exams.

## 5-8 APPR Summary

	Total Composite Score 100 pts.	Observation 60 pts.	Local Measure 20 pts.	State Measure 20 pts.
Highly Effective	91 - 100	59 - 60	18 - 20	18 - 20
Effective	75 - 90	57 - 58	9 - 17	9 - 17
Developing	65 - 74	50 - 56	3 - 8	3 - 8
Ineffective	0 - 64	0 - 49	0 - 2	0 - 2

### Observation (60 pts.)

Teacher observations (unannounced and announced) will be evaluated using the Thoughtful Education Rubric. Each of the 12 TE Dimensions will be equally weighted and result in a score between 1 - 4. The average TE Rubric score will be applied to the NYSUT conversion table to determine a corresponding HEDI score.

### Local Measure (20 pts.)

A building wide measure will be used based upon performance index on the grades 5-8 math and ELA exams. The sum of the math and ELA performance index (total of 1,600) will be divided by 1,520 (only 1,520 of the 1,600 pts. is needed for a HEDI score of 20), then multiplied by 20 to calculate a HEDI score based upon the table below:

Local Measure (Performance Index) 0-20 (MS)

0 - 227.9		228 - 683.9		684 - 1,367.9		1,368 - 1,520	
Ineffective		Developing		Effective		Highly Effective	
0	0	3	228	9	684	18	1,368
1	76	4	304	10	760	19	1,444
2	152	5	380	11	836	20	1,520
		6	456	12	912		
		7	532	13	988		
		8	608	14	1,064		
				15	1,140		
				16	1,216		
				17	1,292		

**\*\*Conversion table for when value added growth measures are introduced (2013-14):**

Local Measure (Performance Index) 0-15 (MS)

0 - 303.9		304 - 810.6		810.7 - 1,418.6		1,418.7 - 1,520	
Ineffective		Developing		Effective		Highly Effective	
0	0	3	304	8	810.7	14	1,418.7
1	101.3	4	405.3	9	912	15	1,520
2	202.7	5	506.7	10	1,013.3		
		6	608	11	1,114.7		
		7	709.3	12	1,216		
				13	1,317.3		

**State Measure (20 pts.)**

**Grades 5-8 ELA & Math-** A pre assessment is not required for grades 5-8 teachers. Teachers will receive a HEDI score directly from NYS based upon student performance on the NYS Math and ELA exams.

**Grades 5-8 Special Areas -** The pre and post assessment will be AIMSWeb. Pre-test results will serve as a baseline upon which growth targets (SLO's) will be set. Baseline data will be measured against post-test data to assess student growth against the target established in the SLO. HEDI score will be determined based upon the AIMSWeb developed conversion chart.

**Grades 7-8 Social Studies -** Will utilize a regionally developed pre and post test using eDoctrina.

**Grade 7 Science-** Will utilize a regionally developed pre and post test using eDoctrina.

**Grade 8 Science-** Will utilize a regionally developed pre test using eDoctrina and the post test will be the NYS Science test.

SLO

0% - 40%		41% - 60%		61% - 80%		81% - 100%	
Ineffective		Developing		Effective		Highly Effective	
0	0% - 12%	3	41% - 44%	9	61% - 63%	18	81% - 85%
1	13% - 26%	4	45% - 48%	10	64% - 66%	19	86% - 90%
2	27% - 40%	5	49% - 51%	11	67% - 68%	20	91% - 100%
		6	52% - 54%	12	69% - 70%		
		7	55% - 57%	13	71% - 72%		
		8	58% - 60%	14	73% - 74%		
				15	75% - 76%		
				16	77% - 78%		
				17	79% - 80%		

**\*\*Conversion table for when value added growth measures are introduced (2013-14):**

SLO (25 pts.)

0% - 40%		41% - 60%		61% - 80%		81% - 100%	
Ineffective		Developing		Effective		Highly Effective	
0	0% - 12%	3	41% - 43%	10	57% - 58%	22	81% - 83%
1	13% - 26%	4	44% - 46%	11	59% - 60%	23	84% - 85%
2	27% - 40%	5	47% - 48%	12	61% - 62%	24	86% - 90%
		6	49% - 50%	13	63% - 64%	25	91% - 100%
		7	51% - 52%	14	65% - 66%		
		8	53% - 54%	15	67% - 68%		
		9	55% - 56%	16	69% - 70%		
				17	71% - 72%		
				18	73% - 74%		
				19	75% - 76%		
				20	77% - 78%		
				21	79% - 80%		

## 9-12 APPR Summary

	Total Composite Score 100 pts.	Observation 60 pts.	Local Measure 20 pts.	State Measure 20 pts.
Highly Effective	91 - 100	59 - 60	18 - 20	18 - 20
Effective	75 - 90	57 - 58	9 - 17	9 - 17
Developing	65 - 74	50 - 56	3 - 8	3 - 8
Ineffective	0 - 64	0 - 49	0 - 2	0 - 2

### Observation (60 pts.)

Teacher observations (unannounced and announced) will be evaluated using the Thoughtful Education Rubric. Each of the 12 TE Dimensions will be equally weighted and result in a score between 1 - 4. The average TE Rubric score will be applied to the NYSUT conversion table to determine a corresponding HEDI score.

### Local Measure (20 pts.)

A building wide measure will be used based upon performance index on the Integrated Algebra Regents and the 11<sup>th</sup> Grade ELA Regents. The sum of the math and ELA performance index (total of 400) will be divided by 380 (only 380 of the 400 pts. is needed for a HEDI score of 20), then multiplied by 20 to calculate a HEDI score based upon the table below:

Local Measure (Performance Index) 0-20 (HS)

0 - 56.9		57 - 170.9		171 - 341.9		342 - 380	
Ineffective		Developing		Effective		Highly Effective	
0	0	3	57	9	171	18	342
1	19	4	76	10	190	19	361
2	38	5	95	11	209	20	380
		6	114	12	228		
		7	133	13	247		
		8	152	14	266		
				15	285		
				16	304		
				17	323		

\*\*Conversion table for when value added growth measures are introduced (2013-14):

Local Measure (Performance Index) 0-15 (HS)

0 - 75.9		76 - 202.6		202.7 - 354.6		354.7 - 380	
Ineffective		Developing		Effective		Highly Effective	
0	0	3	76	8	202.7	14	354.7
1	25.3	4	101.3	9	228	15	380
2	50.7	5	126.7	10	253.3		
		6	152	11	278.7		
		7	177.3	12	304		
				13	329.3		

**State Measure (20 pts.)**

*All Regents Level Courses* – Will utilize a regionally developed pre assessment using eDoctrina. The post assessment will be the Regents exam. Pre test data will be measured against post test data to assess student growth against the target established in the SLO. HEDI score will be determined based upon the district developed HEDI conversion chart presented below.

*All Other Courses* - Will utilize a regionally developed pre and post test using eDoctrina. Pre test data will be measured against post test data to assess student growth against the target established in the SLO. HEDI score will be determined based upon the district developed HEDI conversion chart presented below.

SLO

0% - 40%		41% - 60%		61% - 80%		81% - 100%	
Ineffective		Developing		Effective		Highly Effective	
0	0% - 12%	3	41% - 44%	9	61% - 63%	18	81% - 85%
1	13% - 26%	4	45% - 48%	10	64% - 66%	19	86% - 90%
2	27% - 40%	5	49% - 51%	11	67% - 68%	20	91% - 100%
		6	52% - 54%	12	69% - 70%		
		7	55% - 57%	13	71% - 72%		
		8	58% - 60%	14	73% - 74%		
				15	75% - 76%		
				16	77% - 78%		
				17	79% - 80%		



**\*\*Conversion table for when value added growth measures are introduced (2013-14):**

SLO (25 pts.)

0% - 40%		41% - 60%		61% - 80%		81% - 100%	
Ineffective		Developing		Effective		Highly Effective	
0	0% - 12%	3	41% - 43%	10	57% - 58%	22	81% - 83%
1	13% - 26%	4	44% - 46%	11	59% - 60%	23	84% - 85%
2	27% - 40%	5	47% - 48%	12	61% - 62%	24	86% - 90%
		6	49% - 50%	13	63% - 64%	25	91% - 100%
		7	51% - 52%	14	65% - 66%		
		8	53% - 54%	15	67% - 68%		
		9	55% - 56%	16	69% - 70%		
				17	71% - 72%		
				18	73% - 74%		
				19	75% - 76%		
				20	77% - 78%		
				21	79% - 80%		

*Self-Contained Special Education-* Will utilize Star Enterprise (3<sup>rd</sup> Party Assessment). HEDI score will be determined based upon the Star Enterprise developed HEDI conversion chart.