K-4 APPR Summary (2013-14)

	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 NYS 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 (2014-15):

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 state measure score will be based upon student growth on AIMSWeb probes. Initial AIMSWeb testing will serve as a baseline upon which growth will be measured. Baseline data will be measured against end of year data to assess student growth. The HEDI school wide composite score will be provided by AIMSWeb based upon their 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 created. The post assessment will be the NYS Math and ELA assessments. Post test data will be measured 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 4th grade NYS Math and ELA exams.