

Staff Evaluation Template Examples: Education Law §3012-d

Example A: Grade 4 Teacher, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Receives a State-provided growth score of 17, which equates to an Effective rating, and should be submitted for the Original Required Student Performance subcomponent . (REQSP03=17)	The State-provided growth score cannot be included in the transition calculation, therefore the Alternate SLO¹ should be used. The Alternate SLO based on a district-wide measure using all applicable Regents exams results in a score of 16, which should be submitted for the Transition Required Student Performance subcomponent . (TREQSP03=16)
The district chooses not to use the optional subcomponent, therefore Original Optional Student Performance subcomponent score is not required, and the corresponding rating code of "00" should be submitted. (OPTSP00)	Since the district chose not to use the Optional subcomponent, a Transition Optional Student Performance subcomponent rating code is not required. (NO TOPTSP)
The Original Student Performance category rating is based on only the Required subcomponent, resulting in a rating of Effective. (OSPC03)	The Transition Student Performance category rating is based on only the Transition Required subcomponent, resulting in a rating of Effective. (TOSPC03)
The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in an Original Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOB03=3.4)	The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in a Transition Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (TREQOB03=3.4)
Receives an Original Optional Teacher Observation subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (OPTOB03=3.3)	Receives a Transition Optional Teacher Observation subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (TOPTOB03=3.3)
The Original Teacher Observation category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OBC03)	The Transition Teacher Observation category rating is based on the combination of the Transition Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (TOBC03)
Receives an Original Overall Composite Rating of Effective based on the combination of the Student Performance (Effective) and Teacher Observation (Effective) category ratings, per the matrix. (OCR03)	Receives a Transition Overall Composite Rating of Effective based on the combination of the Transition Student Performance (Effective) and Transition Teacher Observation (Effective) category ratings, per the matrix. (TOCR03)

¹ For APPR plans under Education Law §3012-d approved after March 10, 2016, Alternate SLOs are included in Tasks 2 and 7 Transition. For plans under Education Law §3012-d approved on or before March 10, 2016, Alternate SLOs are included on the approved Supplemental Form for Alternate SLOs.

Example B: High School Algebra 1 Teacher, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Receives an Original Required Student Performance subcomponent score of 18 based on the Common Core Algebra Regents, which is equal to Highly Effective. (REQSP04=18)	Receives a Transition Required Student Performance subcomponent score of 18 based on the Common Core Algebra Regents, which is equal to Highly Effective. (TREQSP04=18)
Receives an Original Optional Student Performance subcomponent score of 16, which is based on a State-provided growth score (any of option A). (OPTSP03=16)	The second State-provided growth score cannot be included in the transition calculation, therefore the Transition Optional Student Performance subcomponent should not be submitted. (NO TOPTSP)
The Original Student Performance category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OSPC03)	The Transition Student Performance category rating is based only on the Required subcomponent, which is a rating of Highly Effective. (TOSPC04)
The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in an Original Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOB03=3.4)	The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in a Transition Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (TREQOB03=3.4)
District chooses not to use the Optional subcomponent, therefore an Original Optional Teacher Observation subcomponent score is not required, and the corresponding rating code of "00" should be submitted. (OPTOB00)	Since the district chose not to use the Optional subcomponent, a Transition Optional Teacher Observation subcomponent rating code is not required. (NO TOPTOB)
The Original Teacher Observation category rating is based on only the Required subcomponent, resulting in a rating of Effective. (OOBC03)	The Transition Teacher Observation category rating is based on only the Required subcomponent, resulting in a rating of Effective. (TOOBC03)
Receives an Original Overall Composite Rating of Effective based on the combination of the Student Performance (Effective) and Teacher Observation (Effective) category ratings, per the matrix. (OCR03)	Receives a Transition Overall Composite Rating of Highly Effective based on the combination of the Transition Student Performance (Highly Effective) and Transition Teacher Observation (Effective) category ratings, per the matrix. (TOCR04)

Example C: K-5 Art Teacher, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Receives an Original Required Student Performance subcomponent score of score of 15 resulting from a school-wide growth measure based on the 3-5 NYS ELA/Math Assessments, which is equal to Effective. (REQSP03=15)	The school-wide measure based on State assessments cannot be included in the transition calculation, therefore the Alternate SLO² should be used. The Alternate SLO based on a school-wide measure using a third party assessment results in a score of 16, which

² For APPR plans under Education Law §3012-d approved after March 10, 2016, Alternate SLOs are included in Tasks 2 and 7 Transition. For plans under Education Law §3012-d approved on or before March 10, 2016, Alternate SLOs are included on the approved Supplemental Form for Alternate SLOs.

	should be submitted for the Transition Required Student Performance subcomponent . (TREQSP03=16)
The district chooses not to use the optional subcomponent, therefore Original Optional Student Performance subcomponent score is not required, and the corresponding rating code of "00" should be submitted. (OPTSP00)	Since the district chose not to use the Optional subcomponent, a Transition Optional Student Performance subcomponent rating code is not required. (NO TOPTSP)
The Original Student Performance category rating is based on only the Required subcomponent, resulting in a rating of Effective. (OSPC03)	The Transition Student Performance category rating is based on only the Transition Required subcomponent, resulting in a rating of Effective. (TOSPC03)
The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in an Original Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOB03=3.4)	The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in a Transition Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (TREQOB03=3.4)
District chooses not to use the Optional subcomponent, therefore an Optional Teacher Observation subcomponent score is not required, and the corresponding rating code of "00" should be submitted. (OPTOB00)	Since the district chose not to use the Optional subcomponent, a Transition Optional Teacher Observation subcomponent rating code is not required. (NO TOPTOB)
The Original Teacher Observation category rating is based on only the Required subcomponent, resulting in a rating of Effective. (OIBC03)	The Transition Teacher Observation category rating is based on only the Required subcomponent, resulting in a rating of Effective. (TOIBC03)
Receives an Original Overall Composite Rating of Effective based on the combination of the Student Performance (Effective) and Teacher Observation (Effective) category ratings, per the matrix. (OCR03)	Receives a Transition Overall Composite Rating of Effective based on the combination of the Transition Student Performance (Effective) and Transition Teacher Observation (Effective) category ratings, per the matrix. (TOCR03)

Example D: K-5 Principal, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Receives a State-provided growth score of 15, which equates to an Effective rating, and should be submitted for the Original Required Student Performance subcomponent . (REQSP03=15)	The State-provided growth score cannot be included in the transition calculation, therefore the Alternate SLO³ should be used. The Alternate SLO based on a district-wide measure using all applicable Regents exams results in a score of 16, which should be submitted for the Transition Required Student Performance subcomponent . (TREQSP03=16)
The district chooses not to use the optional subcomponent, therefore Original Optional Student Performance subcomponent score is not required, and the corresponding rating code of "00" should be submitted. (OPTSP00)	Since the district chose not to use the Optional subcomponent, a Transition Optional Student Performance subcomponent rating code is not required. (NO TOPTSP)

³ For APPR plans under Education Law §3012-d approved after March 10, 2016, Alternate SLOs are included in Tasks 2 and 7 Transition. For plans under Education Law §3012-d approved on or before March 10, 2016, Alternate SLOs are included on the approved Supplemental Form for Alternate SLOs.

The Original Student Performance category rating is based on only the Required subcomponent, resulting in a rating of Effective. (OSPC03)	The Transition Student Performance category rating is based on only the Transition Required subcomponent, resulting in a rating of Effective. (TOSPC03)
The combination of the required supervisor and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in an Original Required Principal School Visit subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOBS3=3.4)	The combination of the required supervisor and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in a Transition Required Principal School Visit subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (TREQOB03=3.4)
Receives an Original Optional Principal School Visit subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (OPTOB03=3.3)	Receives a Transition Optional Principal School Visit subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (TOPTOB03=3.3)
The Original Principal School Visit category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OBC03)	The Transition Principal School Visit category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (TOBC03)
Receives an Original Overall Composite Rating of Effective based on the combination of the Student Performance (Effective) and Principal School Visit (Effective) category ratings, per the matrix. (OCR03)	Receives a Transition Overall Composite Rating of Effective based on the combination of the Transition Student Performance (Effective) and Transition Principal School Visit (Effective) category ratings, per the matrix. (TOCR03)

Example E: Grade 5 Teacher, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Due to opt-out, does not receive a State-provided growth score. Back-up SLOs are not required for educators other than principals of grades 9-12, therefore, there is nothing to submit for the Original Required Student Performance subcomponent . (NO REQSP)	The State-provided growth score would not have been included in the transition calculation, therefore the Alternate SLO⁴ should be used. The Alternate SLO based on a district-wide measure using all applicable Regents exams results in a score of 16, which should be submitted for the Transition Required Student Performance subcomponent . (TREQSP03=16)
Receives an Original Optional Student Performance subcomponent score of 16, which is based on a Supplemental assessment with corresponding growth model. (OPTSP03=16)	Receives a Transition Optional Student Performance subcomponent score of 16, which is based on a Supplemental assessment with corresponding growth model. (TOPTSP03=16)
Since, the Original Required Student Performance subcomponent is incomplete, the Original Student Performance category cannot be determined and, therefore, should not be submitted. (NO OSPC)	The Transition Student Performance category rating is based on the combination of the Transition Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (TOSPC03)
The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the	The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the

⁴ For APPR plans under Education Law §3012-d approved after March 10, 2016, Alternate SLOs are included in Tasks 2 and 7 Transition. For plans under Education Law §3012-d approved on or before March 10, 2016, Alternate SLOs are included on the approved Supplemental Form for Alternate SLOs.

approved APPR plan, results in an Original Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOB03=3.4)	approved APPR plan, results in a Transition Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (TREQOB03=3.4)
Receives an Original Optional Teacher Observation subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (OPTOB03=3.3)	Receives a Transition Optional Teacher Observation subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (TOPTOB03=3.3)
The Original Teacher Observation category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OBC03)	The Transition Teacher Observation category rating is based on the combination of the Transition Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (TOBC03)
Since the Original Student Performance category is incomplete, the Original Overall Composite Rating cannot be determined and, therefore, should not be submitted. (NO OCR)	Receives a Transition Overall Composite Rating of Effective based on the combination of the Transition Student Performance (Effective) and Transition Teacher Observation (Effective) category ratings, per the matrix. (TOCR03) ⁵

Example F: 9-12 Principal, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Receives a State-provided growth score of 17, which equates to an Effective rating, and should be submitted for the Original Required Student Performance subcomponent . (REQSP03=17)	The State-provided growth score cannot be included in the transition calculation, therefore the Back-up SLO⁶ should be used. The Back-up SLO based on all applicable Regents exams results in a score of 16, which should be submitted for the Transition Required Student Performance subcomponent . (TREQSP03=16)
Receives an Original Optional Student Performance subcomponent score of 16, which is based on a Supplemental assessment with corresponding growth model. (OPTSP03=16)	Receives a Transition Optional Student Performance subcomponent score of 16, which is based on a Supplemental assessment with corresponding growth model. (TOPTSP03=16)
The Original Student Performance category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OSPC03)	The Transition Student Performance category rating is based on the combination of the Transition Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (TOSPC03)
The combination of the required supervisor and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in an Original Required Principal School Visit subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOB03=3.4)	The combination of the required supervisor and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in a Transition Required Principal School Visit subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (TREQOB03=3.4)

⁵ The only instance where a complete transition record can be submitted with an incomplete original record is the circumstance outlined in Example E, where a State-provided growth score is not received when it should be, resulting in no Original Required Student Performance subcomponent, no Original Student Performance category and no Original Overall Rating.

⁶ Grades 9-12 principals are required to have back-up SLOs based on all applicable Regents Exams in lieu of Alternate SLOs.

Receives an Original Optional Principal School Visit subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (OPTOB03=3.3)	Receives a Transition Optional Principal School Visit subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (TOPTOB03=3.3)
The Original Principal School Visit category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OBC03)	The Transition Principal School Visit category rating is based on the combination of the Transition Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (TOBC03)
Receives an Original Overall Composite Rating of Effective based on the combination of the Student Performance (Effective) and Principal School Visit (Effective) category ratings, per the matrix. (OCR03)	Receives a Transition Overall Composite Rating of Effective based on the combination of the Transition Student Performance (Effective) and Transition Principal School Visit (Effective) category ratings, per the matrix. (TOCR03)

Example G: Grade 7 Math Teacher, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Receives a State-provided growth score of 17, which equates to an Effective rating, and should be submitted for the Original Required Student Performance subcomponent . (REQSP03=17)	The State-provided growth score cannot be included in the transition calculation, however, since the Optional Student Performance subcomponent is based on a Supplemental assessment, there is a remaining student performance measure and an Alternate SLO is not needed. A Transition Required Student Performance subcomponent score and rating are not submitted. (NO TREQSP)
Receives an Original Optional Student Performance subcomponent score of 16, which is based on a Supplemental assessment with corresponding growth model. (OPTSP03=16)	Receives a Transition Optional Student Performance subcomponent score of 16, which is based on a Supplemental assessment with corresponding growth model. (TOPTSP03=16)
The Original Student Performance category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OSPC03)	The Transition Student Performance category rating is based on only the Transition Optional subcomponent, resulting in a rating of Effective. (TOSPC03)
The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in an Original Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOB03=3.4)	The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in a Transition Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (TREQOB03=3.4)
Receives an Original Optional Teacher Observation subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (OPTOB03=3.3)	Receives a Transition Optional Teacher Observation subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (TOPTOB03=3.3)
The Original Teacher Observation category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the	The Transition Teacher Observation category rating is based on the combination of the Transition Required and Optional subcomponents, per the weighting

approved APPR plan, resulting in a rating of Effective. (OBC03)	indicated in the approved APPR plan, resulting in a rating of Effective. (TOBC03)
Receives an Original Overall Composite Rating of Effective based on the combination of the Student Performance (Effective) and Teacher Observation (Effective) category ratings, per the matrix. (OCR03)	Receives a Transition Overall Composite Rating of Effective based on the combination of the Transition Student Performance (Effective) and Transition Teacher Observation (Effective) category ratings, per the matrix. (TOCR03)

Example H: Grade 2 Teacher, Education Law §3012-d

<i>ORIGINAL</i>	<i>TRANSITION</i>
Receives an Original Required Student Performance subcomponent score of 18 resulting from an SLO based on a locally-developed assessment, which is equal to Highly Effective. (REQSP04=18)	Since neither Student Performance subcomponent is based on a NYS grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is <u>not needed</u> . (NO TREQSP)
The district chooses not to use the optional subcomponent, therefore Original Optional Student Performance subcomponent score is not required, and the corresponding rating code of "00" should be submitted. (OPTSP00)	Since neither Student Performance subcomponent is based on a NYS grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is <u>not needed</u> . (NO TOPTSP)
The Original Student Performance category rating is based on only the Required subcomponent, resulting in a rating of Highly Effective. (OSPC04)	Since neither Student Performance subcomponent is based on a NYS grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is <u>not needed</u> . (NO TOSPC)
The combination of the required principal and independent evaluator observations, based on the selected rubric, per the weighting indicated in the approved APPR plan, results in an Original Required Teacher Observation subcomponent score of 3.4, which is equal to an Effective rating, per the ranges indicated in the plan. (REQOB03=3.4)	Since neither Student Performance subcomponent is based on a NYS grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is <u>not needed</u> . (NO TREQOB)
Receives an Original Optional Teacher Observation subcomponent score of 3.3, based on peer observation using the selected rubric, which is equal to an Effective rating, per the ranges indicated in the plan. (OPTOB03=3.3)	Since neither Student Performance subcomponent is based on a NYS grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is <u>not needed</u> . (NO TOPTOB)
The Original Teacher Observation category rating is based on the combination of the Required and Optional subcomponents, per the weighting indicated in the approved APPR plan, resulting in a rating of Effective. (OBC03)	Since neither Student Performance subcomponent is based on a NYS grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is <u>not needed</u> . (NO TOBC)
Receives an Original Overall Composite Rating of Highly Effective based on the combination of the Student Performance (Highly Effective) and Teacher Observation (Effective) category ratings, per the matrix. (OCR04)	Since neither Student Performance subcomponent is based on a NYS grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is <u>not needed</u> . (NO TOCR)

Example A, 3012-d Grade 4 Teacher

	Required Student Performance subcomponent		Optional Student Performance subcomponent		Overall Student Performance category		Required Teacher Observation subcomponent			Optional Teacher Observation subcomponent			Overall Teacher Observation category			Overall Composite	
Measure (Original)	State-provided growth score		Optional subcomponent not used		Required subcomponent rating only		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix	
Score/Rating (Original)	17/Effective**		---		Effective		3.4/Effective***			3.3/Effective***			Effective			Effective	
Measure (Transition)	Alternate SLO*		Optional subcomponent not used		Required subcomponent rating only		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix	
Score/Rating (Transition)	16/Effective*		---		Effective		3.4/Effective***			3.3/Effective***			Effective			Effective	

*This educator's Transition Required Student Performance subcomponent score is based on the Alternate SLO included in the APPR plan approved after March 10, 2016 or the approved Supplemental Form for Alternate SLOs (for 3012-d plans approved prior to March 11, 2016).
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
 PLEASE NOTE: All greyed out fields are to be left blank per the template instructions

Example B, 3012-d High School Algebra 1 Teacher

	Required Student Performance subcomponent		Optional Student Performance subcomponent		Overall Student Performance category		Required Teacher Observation subcomponent			Optional Teacher Observation subcomponent			Overall Teacher Observation category			Overall Composite	
Measure (Original)	Regents Exam		Additional State-provided growth score (any of Option A)		Combined per weighting indicated in plan		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Optional subcomponent not used			Required Teacher Observation subcomponent only			Based on the matrix	
Score/Rating (Original)	18/ Highly Effective**		16/Effective**		Effective		3.4/Effective***			---			Effective			Effective	
Measure (Transition)	Regents Exam		No Measure*		Required subcomponent rating only		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Optional subcomponent not used			Required Teacher Observation subcomponent only			Based on the matrix	
Score/Rating (Transition)	18/Highly Effective**		No subcomponent score/rating*		Highly Effective		3.4/Effective***			---			Effective			Highly Effective	

*This educator should not have a Transition Optional Student Performance subcomponent score
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
 PLEASE NOTE: All greyed out fields are to be left blank per the template instructions

Example C, 3012-d K-5 Art Teacher

	Required Student Performance subcomponent		Optional Student Performance subcomponent		Overall Student Performance category		Required Teacher Observation subcomponent			Optional Teacher Observation subcomponent			Overall Teacher Observation category			Overall Composite	
Measure (Original)	School-wide measure based on the 3-5 NYS ELA/Math Assessments		Optional subcomponent not used		Required subcomponent rating only		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Optional subcomponent not used			Combined per weighting indicated in plan			Based on the matrix	
Score/Rating (Original)	15/Effective**		---		Effective		3.4/Effective***			---			Effective			Effective	
Measure (Transition)	Alternate SLO*		Optional subcomponent not used		Required subcomponent rating only		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Optional subcomponent not used			Combined per weighting indicated in plan			Based on the matrix	
Score/Rating (Transition)	16/Effective*		---		Effective		3.4/Effective***			---			Effective			Effective	

*This educator's Transition Required Student Performance subcomponent score is based on the Alternate SLO included in the APPR plan approved after March 10, 2016 or the approved Supplemental Form for Alternate SLOs (for 3012-d plans approved prior to March 11, 2016).
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
 PLEASE NOTE: All greyed out fields are to be left blank per the template instructions

Example D, 3012-d K-5 Principal

		Required Student Performance subcomponent			Optional Student Performance subcomponent			Overall Student Performance category			Required Principal School Visit subcomponent			Optional Principal School Visit subcomponent			Overall Principal School Visit category			Overall Composite		
Measure (Original)		State-provided growth score			Optional subcomponent not used			Based on required subcomponent			Combined Supervisor and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix		
Score/Rating (Original)		15/Effective**			---			Effective			3.4/Effective***			3.3/Effective***			Effective			Effective		
Measure (Transition)		Alternate SLO*			Optional subcomponent not used			Required subcomponent rating only			Combined Supervisor and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix		
Score/Rating (Transition)		16/Effective*			---			Effective			3.4/Effective***			3.3/Effective***			Effective			Effective		
STAFF DISTRICT CODE	STAFF ID	EVALUATION CRITERIA CODE	SCHOOL YEAR DATE	REPORTING DATE	EVALUATION REVIEW DATE	EVALUATION CRITERIA RATING CODE	EVALUATION CRITERIA RATING POINTS	EVALUATION PERIOD START DATE	EVALUATION PERIOD END DATE	EVALUATOR STAFF ID	EVALUATOR DISTRICT CODE	EVALUATOR COMMENT	ALTERNATE STAFF ID	EVALUATION GROUP CODE	COURSE DISTRICT CODE	COURSE LOCATION CODE	COURSE CODE	SUPPLEMENTARY COURSE DIFFERENTIATOR	SECTION CODE	EVALUATION REPORTING DISTRICT CODE	EVALUATION REPORTING LOCATION CODE	
NYVENDOR	001234567	REQSP03	2017-06-30	2017-06-30		NA	15							3012d								
NYVENDOR	001234567	OPTSP00	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	OSPC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	REQOB03	2017-06-30	2017-06-30		NA	3.4							3012d								
NYVENDOR	001234567	OPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d								
NYVENDOR	001234567	OIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	OCR03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TREQSP03	2017-06-30	2017-06-30		NA	16							3012d								
NYVENDOR	001234567	TOSPC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TREQOB03	2017-06-30	2017-06-30		NA	3.4							3012d								
NYVENDOR	001234567	TOPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d								
NYVENDOR	001234567	TOIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TOCR03	2017-06-30	2017-06-30		NA	Leave blank							3012d								

*This educator's Transition Required Student Performance subcomponent score is based on the Alternate SLO included in the APPR plan approved after March 10, 2016 or the approved Supplemental Form for Alternate SLOs (for 3012-d plans approved prior to March 11, 2016).
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
 PLEASE NOTE: All greyed out fields are to be left blank per the template instructions

Example E, 3012-d Grade 5 Teacher

		Required Student Performance subcomponent			Optional Student Performance subcomponent			Overall Student Performance category			Required Teacher Observation subcomponent			Optional Teacher Observation subcomponent			Overall Teacher Observation category			Overall Composite		
Measure (Original)		State-provided growth score not received due to opt-out			Supplemental assessment with corresponding growth model			Cannot be calculated due to missing Required subcomponent			Combined Principal and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Cannot be calculated due to missing Student Performance category****		
Score/Rating (Original)		---			16/Effective**			---			3.4/Effective***			3.3/Effective***			Effective			---		
Measure (Transition)		Alternate SLO*			Supplemental assessment with corresponding growth model			Combined per weighting indicated in plan			Combined Principal and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix		
Score/Rating (Transition)		16/Effective*			16/Effective**			Effective			3.4/Effective***			3.3/Effective***			Effective			Effective		
STAFF DISTRICT CODE	STAFF ID	EVALUATION CRITERIA CODE	SCHOOL YEAR DATE	REPORTING DATE	EVALUATION REVIEW DATE	EVALUATION CRITERIA RATING CODE	EVALUATION CRITERIA RATING POINTS	EVALUATION PERIOD START DATE	EVALUATION PERIOD END DATE	EVALUATOR STAFF ID	EVALUATOR DISTRICT CODE	EVALUATOR COMMENT	ALTERNATE STAFF ID	EVALUATION GROUP CODE	COURSE DISTRICT CODE	COURSE LOCATION CODE	COURSE CODE	SUPPLEMENTARY COURSE DIFFERENTIATOR	SECTION CODE	EVALUATION REPORTING DISTRICT CODE	EVALUATION REPORTING LOCATION CODE	
NYVENDOR	001234567	OPTSP03	2017-06-30	2017-06-30		NA	16							3012d								
NYVENDOR	001234567	REQOB03	2017-06-30	2017-06-30		NA	3.4							3012d								
NYVENDOR	001234567	OPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d								
NYVENDOR	001234567	OIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TREQSP03	2017-06-30	2017-06-30		NA	16							3012d								
NYVENDOR	001234567	TOPTSP03	2017-06-30	2017-06-30		NA	16							3012d								
NYVENDOR	001234567	TOSPC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TREQOB03	2017-06-30	2017-06-30		NA	3.4							3012d								
NYVENDOR	001234567	TOPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d								
NYVENDOR	001234567	TOIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TOCR03	2017-06-30	2017-06-30		NA	Leave blank							3012d								

****The only instance where a complete transition record can be submitted with an incomplete original record is the circumstance outlined in Example E, where a State-provided growth score is not received when it should be, resulting in no Original Required Student Performance subcomponent, no Original Student Performance category and no Original Overall Rating.
 *This educator's Transition Required Student Performance subcomponent score is based on the Alternate SLO included in the APPR plan approved after March 10, 2016 or the approved Supplemental Form for Alternate SLOs (for 3012-d plans approved prior to March 11, 2016).
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
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Example F, 3012-d 9-12 Principal

		Required Student Performance subcomponent			Optional Student Performance subcomponent			Overall Student Performance category			Required Principal School Visit subcomponent			Optional Principal School Visit subcomponent			Overall Principal School Visit category			Overall Composite		
Measure (Original)		State-provided growth score			Supplemental assessment with corresponding growth model			Combined per weighting indicated in plan			Combined Supervisor and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix		
Score/Rating (Original)		17/Effective**			16/Effective**			Effective			3.4/Effective***			3.3/Effective***			Effective			Effective		
Measure (Transition)		Back-up SLO*			Supplemental assessment with corresponding growth model			Combined per weighting indicated in plan			Combined Supervisor and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix		
Score/Rating (Transition)		16/Effective*			16/Effective**			Effective			3.4/Effective***			3.3/Effective***			Effective			Effective		
STAFF DISTRICT CODE	STAFF ID	EVALUATION CRITERIA CODE	SCHOOL YEAR DATE	REPORTING DATE	EVALUATION REVIEW DATE	EVALUATION CRITERIA RATING CODE	EVALUATION CRITERIA RATING POINTS	EVALUATION PERIOD START DATE	EVALUATION PERIOD END DATE	EVALUATOR STAFF ID	EVALUATOR DISTRICT CODE	EVALUATOR COMMENT	ALTERNATE STAFF ID	EVALUATION GROUP CODE	COURSE DISTRICT CODE	COURSE LOCATION CODE	COURSE CODE	SUPPLEMENTARY COURSE DIFFERENTIATOR	SECTION CODE	EVALUATION REPORTING DISTRICT CODE	EVALUATION REPORTING LOCATION CODE	
NYVENDOR	001234567	REQSP03	2017-06-30	2017-06-30		NA	17							3012d								
NYVENDOR	001234567	OPTSP03	2017-06-30	2017-06-30		NA	16							3012d								
NYVENDOR	001234567	OSPC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	REQOB03	2017-06-30	2017-06-30		NA	3.4							3012d								
NYVENDOR	001234567	OPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d								
NYVENDOR	001234567	OIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	OCR03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TREQSP03	2017-06-30	2017-06-30		NA	16							3012d								
NYVENDOR	001234567	TOPTSP03	2017-06-30	2017-06-30		NA	16							3012d								
NYVENDOR	001234567	TOSPC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TREQOB03	2017-06-30	2017-06-30		NA	3.4							3012d								
NYVENDOR	001234567	TOPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d								
NYVENDOR	001234567	TOIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d								
NYVENDOR	001234567	TOCR03	2017-06-30	2017-06-30		NA	Leave blank							3012d								

*Grades 9-12 principals are required to have back-up SLOs based on all applicable Regents Exams in lieu of Alternate SLOs.
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
 PLEASE NOTE: All greyed out fields are to be left blank per the template instructions

Example G, 3012-d Grade 7 Math Teacher

Required Student Performance subcomponent		Optional Student Performance subcomponent		Overall Student Performance category		Required Teacher Observation subcomponent			Optional Teacher Observation subcomponent			Overall Teacher Observation category			Overall Composite						
Measure (Original)		State-provided growth score		Supplemental assessment with corresponding growth model		Combined per weighting indicated in plan		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix				
Score/Rating (Original)		17/Effective**		16/Effective**		Effective		3.4/Effective***			3.3/Effective***			Effective			Effective				
Measure (Transition)		No Measure*		Supplemental assessment with corresponding growth model		Optional subcomponent rating only		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix				
Score/Rating (Transition)		---		16/Effective**		Effective		3.4/Effective***			3.3/Effective***			Effective			Effective				
STAFF DISTRICT CODE	STAFF ID	EVALUATION CRITERIA CODE	SCHOOL YEAR DATE	REPORTING DATE	EVALUATION REVIEW DATE	EVALUATION CRITERIA RATING CODE	EVALUATION CRITERIA RATING POINTS	EVALUATION PERIOD START DATE	EVALUATION PERIOD END DATE	EVALUATOR STAFF ID	EVALUATOR DISTRICT CODE	EVALUATOR COMMENT	ALTERNATE STAFF ID	EVALUATION GROUP CODE	COURSE DISTRICT CODE	COURSE LOCATION CODE	COURSE CODE	SUPPLEMENTARY COURSE DIFFERENTIATOR	SECTION CODE	EVALUATION REPORTING DISTRICT CODE	EVALUATION REPORTING LOCATION CODE
NYVENDOR	001234567	REQSP03	2017-06-30	2017-06-30		NA	17							3012d							
NYVENDOR	001234567	OPTSP03	2017-06-30	2017-06-30		NA	16							3012d							
NYVENDOR	001234567	OSPC03	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	REQOB03	2017-06-30	2017-06-30		NA	3.4							3012d							
NYVENDOR	001234567	OPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d							
NYVENDOR	001234567	OIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	OCR03	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	TOPTSP03	2017-06-30	2017-06-30		NA	16							3012d							
NYVENDOR	001234567	TOSPC03	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	TREQOB03	2017-06-30	2017-06-30		NA	3.4							3012d							
NYVENDOR	001234567	TOPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d							
NYVENDOR	001234567	TOIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	TOCR03	2017-06-30	2017-06-30		NA	Leave blank							3012d							

*This educator does not need a Transition Required Student Performance subcomponent score or rating, since the Optional subcomponent is based on a Supplemental assessment, and, therefore, provides the Student Performance measure.
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
 PLEASE NOTE: All greyed out fields are to be left blank per the template instructions

Example H, 3012-d Grade 2 Teacher

Required Student Performance subcomponent		Optional Student Performance subcomponent		Overall Student Performance category		Required Teacher Observation subcomponent			Optional Teacher Observation subcomponent			Overall Teacher Observation category			Overall Composite						
Measure (Original)		SLO Based on locally-developed assessment		Optional subcomponent not used		Based on required subcomponent		Combined Principal and Independent Evaluator observations per weighting indicated in plan			Peer observation			Combined per weighting indicated in plan			Based on the matrix				
Score/Rating (Original)		18/ Highly Effective**		---		Highly Effective		3.4/Effective***			3.3/Effective***			Effective			Highly Effective				
Measure (Transition)		Transition not needed*		Transition not needed*		Transition not needed*		Transition not needed*			Transition not needed*			Transition not needed*			Transition not needed*				
Score/Rating (Transition)		---		---		---		---			---			---			---				
STAFF DISTRICT CODE	STAFF ID	EVALUATION CRITERIA CODE	SCHOOL YEAR DATE	REPORTING DATE	EVALUATION REVIEW DATE	EVALUATION CRITERIA RATING CODE	EVALUATION CRITERIA RATING POINTS	EVALUATION PERIOD START DATE	EVALUATION PERIOD END DATE	EVALUATOR STAFF ID	EVALUATOR DISTRICT CODE	EVALUATOR COMMENT	ALTERNATE STAFF ID	EVALUATION GROUP CODE	COURSE DISTRICT CODE	COURSE LOCATION CODE	COURSE CODE	SUPPLEMENTARY COURSE DIFFERENTIATOR	SECTION CODE	EVALUATION REPORTING DISTRICT CODE	EVALUATION REPORTING LOCATION CODE
NYVENDOR	001234567	REQSP04	2017-06-30	2017-06-30		NA	18							3012d							
NYVENDOR	001234567	OPTSP00	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	OSPC04	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	REQOB03	2017-06-30	2017-06-30		NA	3.4							3012d							
NYVENDOR	001234567	OPTOB03	2017-06-30	2017-06-30		NA	3.3							3012d							
NYVENDOR	001234567	OIBC03	2017-06-30	2017-06-30		NA	Leave blank							3012d							
NYVENDOR	001234567	OCR04	2017-06-30	2017-06-30		NA	Leave blank							3012d							

*Since neither Student Performance subcomponent is based on a NY's grade 3-8 ELA or math assessment or a State-provided growth score, a transition record is not needed
 **Score to HEDI conversion as prescribed in Subpart 30-3 of the Rules of the Board of Regents (the regulations for Education Law 3012-d)
 ***Score to HEDI conversion per ranges indicated in plan
 PLEASE NOTE: All greyed out fields are to be left blank per the template instructions