

University of the State of New York

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the criteria outlined in Education Law §3012-d and Subpart 30-3 R W K & R P P L V V L R U J U D W L R T" a





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

Task 2. TEACHERS: Required Student Performance - Student Learning Objectives

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**Required Student Performance Subcomponent**

For guidance on the required subcomponent of the Student Performance category, see NYSED Educator Evaluation Guidance.

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

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

**Educator Evaluation - Ed Law §3012-d, amended in 2019**Task 2. TEACHERS: Required Student Performance - Student Learning Objectives

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**Student Learning Objectives (SLOs)**

For guidance on SLOs, see NYSED SLO Guidance.

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

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**MEASURES**

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

**Individually attributed measures**

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

> Individually attributed results: scores and ratings will be based on the growth of students in the teacher's course in the current school year.

**Collectively attributed measures**

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

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

> Collectively attributed results: scores and ratings will be based on the growth of all students in a school or program or students across buildings/programs in an LEA who take the applicable assessments in the current school year.

> Collectively attributed group or team results: scores and ratings for a group or team of teachers will be based on the growth of students in the group/team of teachers' courses or students in the group/team of teachers' courses across buildings/programs in an LEA in the current school year.

> Collectively attributed linked results: scores and ratings will be based on the growth of students enrolled in the teacher's course in the current school year taking assessments in other grades/subjects.

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**ASSESSMENTS**

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

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



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Task 2. TEACHERS: Required Student Performance - Student Learning Objectives

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Use the table below to list all applicable teachers with the corresponding measure and assessment(s).

\*Note on common branch/departmentalized options\*

*Grades 4-8*

- If all core content area instruction (ELA/math/science/social studies) is delivered by a single teacher, please select each applicable common branch grade level below.
- If core content area instruction is departmentalized (i.e., separate ELA, math, science, and social studies teachers), please select the applicable grade level/content area combination(s).
- If both common branch and departmentalized instruction occurs in a particular grade level, please select both options for the applicable grade level(s).

*Grades K-3 that use both a common branch and departmentalized model*

- Check each applicable common branch grade level below.
- On the non-core/elective teachers page, select the "Elementary" option for applicable subjects in the "Subject" column with the corresponding grade(s).

**Choose "Add Row" to include an additional group of teachers with a different measure and assessment(s).**

| Applicable Teachers<br><i>Select all that apply</i>                                      | Measure<br><i>Prior to making a selection, please read the description of each measure provided above.</i>     | State or Regents Assessment(s)<br><i>Select all that apply</i>  | Locally-developed Course-Specific Assessment(s)<br><i>Select all that apply</i> | Third Party Assessment(s)<br><i>Select all that apply</i> | Applicable School or BOCES-Program<br><i>Please leave blank unless instructed by the Department to complete this column.</i> |
|--|--|---|---|---|--|
| <input checked="" type="checkbox"/> All teachers(all grade levels, subjects and courses) | <input checked="" type="checkbox"/> Collectively attributed results (program, school or district-wide measure) | <input checked="" type="checkbox"/> ELA Regents<br><input checked="" type="checkbox"/> Algebra I Regents<br><input checked="" type="checkbox"/> Living Environment Regents<br><input checked="" type="checkbox"/> Earth Science Regents<br><input checked="" type="checkbox"/> US History Regents |   |   | (No Response)  |

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

Task 2. TEACHERS: Required Student Performance - Weighting

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**Use of the Optional Subcomponent and Student Performance Category Weighting**

- If the Optional subcomponent is not used, the Required subcomponent will comprise 100% of the Student Performance category.
- If the Optional subcomponent is used, the percentage of the Student Performance category attributed to the Required subcomponent will be locally determined.

**Please indicate if the Optional subcomponent will be used by making the appropriate selection below.**

NO, the Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.



**Educator Evaluation - Ed Law §3012-d, amended in 2019****Task 3. TEACHERS: Optional Student Performance - Use of the Optional Subcomponent**

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**Optional Student Performance Subcomponent**

For guidance on the optional subcomponent of the Student Performance category, see NYSED Educator Evaluation Guidance.

*Percentage of Student Performance category to be locally determined if selected.*

Such second measure shall apply in a consistent manner, to the extent practicable, across all classrooms in the same grade/subject in the LEA and be a locally selected measure of student growth or achievement based on State-created or -administered assessments or State-designed supplemental assessments.

Options for measures and associated assessments include:

- Option (A) A second SLO, provided that this SLO is different than that used in the required subcomponent;
- Option (B) A growth score based on a statistical growth model, where available, for either State-created or -administered assessments or State-designed supplemental assessments;
- Option (C) A measure of student growth, other than an SLO, based on State-created or -administered assessments or State-designed supplemental assessments;
- Option (D) A performance index based on State-created or -administered assessments or State-designed supplemental assessments;
- Option (E) An achievement benchmark on State-created or -administered assessments or State-designed supplemental assessments; or
- Any other collectively bargained measure of student growth or achievement included in the LEA's evaluation plan.

**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 teacher.



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

Task 4. TEACHERS: Observations - Rubric and Scoring

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**At what level are the observable components of the selected rubric(s) rated?**

- Subcomponent level (each observable subcomponent receives a rating)

**How are the observable components of the selected rubric(s) weighted?**

- Each component is weighted equally and averaged

**Scoring the Observation Category**

If an evaluator conducts multiple observations of the same type, how are those observations weighted?

Examples of observations of the same type include but are not limited to:

- Two observations by the principal with one early in the school year weighted at 40% and one late in the school year weighted at 60%.
- Two observations by the principal, with one holistic score for each component of the rubric based on the preponderance of evidence over both observations.

**Please note: Weighting across observation type (i.e. Principal vs. Independent Evaluator) are described in the following section.**

- Multiple observations of the same type are weighted equally

**Please read the assurances below and check each box.**

- 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 the next section, 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.

**Teacher Observation Scoring Bands**

The overall Observation score will be converted into a HEDI rating based on locally determined ratings consistent with the ranges listed.

|          | Overall Observation Category |              |
|----------|------------------------------|--------------|
|          | Score and Rating             |              |
|          | Minimum                      | Maximum      |
| <b>H</b> | 3.5 to 3.75                  | 4.0          |
| <b>E</b> | 2.5 to 2.75                  | 3.49 to 3.74 |
| <b>D</b> | 1.5 to 1.75                  | 2.49 to 2.74 |
| <b>I</b> | 0.00*                        | 1.49 to 1.74 |

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

**HEDI Ranges**

## Educator Evaluation - Ed Law §3012-d, amended in 2019

## Task 4. TEACHERS: Observations - Rubric and Scoring

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Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.

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

|                   | Minimum Rubric Score | Maximum Rubric Score |
|-------------------|----------------------|----------------------|
| Highly Effective: | 3.50                 | 4.00                 |

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

|            | Minimum Rubric Score | Maximum Rubric Score |
|------------|----------------------|----------------------|
| Effective: | 2.50                 | 3.49                 |

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

|             | Minimum Rubric Score | Maximum Rubric Score |
|-------------|----------------------|----------------------|
| Developing: | 1.50                 | 2.49                 |

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

|              | Minimum Rubric Score | Maximum Rubric Score |
|--------------|----------------------|----------------------|
| Ineffective: | 0.00                 | 1.49                 |



**Educator Evaluation - Ed Law §3012-d, amended in 2019****Task 4. TEACHERS: Observations - Teacher Observations**

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**Teacher Observation****The teacher observation category is made up of two (2) required and one (1) optional subcomponents.**

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

**Required Subcomponents**

- At least one of the required observations **must be unannounced (across both required subcomponents).**

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

- At least one observation **must be conducted by the building principal or other trained administrator.**

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

- At least one observation **must be conducted by an impartial independent trained evaluator.**
- Impartial independent trained evaluators are trained and selected by the LEA. They may be employed within the LEA, but may not be assigned to the same school building as the teacher being evaluated. This could include other administrators, department chairs, or peers (e.g., teacher leaders on career ladder pathways), so long as they are not from the same building (defined as same BEDS code) as the teacher being evaluated.

\* *The process selected for conducting observations, including those conducted by trained, impartial independent evaluators, exists in perpetuity until a new plan is approved by the Commissioner. However, if your LEA applies for and receives approval of an Independent Evaluator Hardship Waiver for a school year, then the terms specified in that waiver application will apply for that school year only. Please note that independent Evaluator Hardship Waiver requests must be submitted and approved on an annual basis.*

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

- **If selected, at least one observation must be conducted by a trained peer observer.**
- Peer teachers are trained and selected by the LEA. Trained peer teachers must have received an overall rating of Effective or Highly Effective in the prior school year.

**Observation Assurances****Please read the assurances below and check each box.**

- Assure that the following elements will not be used in calculating a teacher's Observation category score and rating: evidence of student development and performance derived from lesson plans, other artifacts of teacher practice, and student portfolios, except for student portfolios measured by a State-approved rubric where permitted by the Department; use of an instrument for parent or student feedback; and/or use of professional goal-setting as evidence of teacher effectiveness. Consistent with Subpart 30-3 of the Rules of the Board of Regents, assure that points shall not be allocated based on any artifacts, unless such artifact constitutes evidence of an otherwise observable rubric subcomponent.
- Assure that the length of all observations for teachers will be conducted pursuant to the locally-determined durations.
- Assure that at least one of the required observations will be unannounced.

**Number and Method of Observation**

- At least one of the required observations **must be unannounced (across both required subcomponents).**
  - **Required Subcomponent 1: At least one observation must be conducted by the building principal or other**
-

## Educator Evaluation - Ed Law §3012-d, amended in 2019

## Task 4. TEACHERS: Observations - Teacher Observations

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trained administrator (supervisor).

- **Required Subcomponent 2:** At least one observation must be conducted by an impartial independent trained evaluator (independent evaluator).
- **Optional Subcomponent:** If selected, at least one observation must be conducted by a trained peer observer (peer observer).

Please use the table below to enter the minimum number of observations and method of observation for each type listed.

|   | Minimum Number of Observations | Method of Observation<br><i>Select all that apply</i> |
|---|--------------------------------|---|
| Announced Supervisor Observation (Required Subcomponent 1)              | N/A                            | <input checked="" type="checkbox"/> Not applicable    |
| Unannounced Supervisor Observation (Required Subcomponent 1)            | 1                              | <input checked="" type="checkbox"/> In person         |
| Announced Independent Evaluator Observation (Required Subcomponent 2)   | N/A                            | <input checked="" type="checkbox"/> Not applicable    |
| Unannounced Independent Evaluator Observation (Required Subcomponent 2) | 1                              | <input checked="" type="checkbox"/> In person         |
| Announced Peer Observation (Optional)                                   | N/A                            | <input checked="" type="checkbox"/> Not applicable    |
| Unannounced Peer Observation (Optional)                                 | N/A                            | <input checked="" type="checkbox"/> Not applicable    |

Does the information in the table above apply to all teachers?

No, there are 2 groups of teachers who receive a different number and/or method of observation of each type (e.g., tenured teachers and probationary teachers; identify the first subgroup below).

Please identify the first subgroup of teachers to whom the information in the table above applies.

Tenured teachers

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

Task 4. TEACHERS: Observations - Subgroup 2

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**Number and Method of Observation: Subgroup 2**

- At least one of the required observations must be unannounced (across both required subcomponents).
- Required Subcomponent 1: At least one

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|  |  | <input checked="" type="checkbox"/> |
|--|--|-------------------------------------|
|  |  | <input checked="" type="checkbox"/> |
|  |  | <input checked="" type="checkbox"/> |
|  |  | <input checked="" type="checkbox"/> |
|  |  | <input checked="" type="checkbox"/> |
|  |  | <input checked="" type="checkbox"/> |





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

Task 4. TEACHERS: Observations - Subgroup 2

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**Peer Observation Assurances**

**Please read the assurances below and check each box.**

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







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Task 6. TEACHERS: Additional Requirements - Appeals

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|   |  |  |
|---|--|--|
| <p><b>Which groups of teachers may utilize the appeals process?</b></p> <p><i>Select all groups that have the same process as defined in subsequent columns.</i></p> <p><i>To add additional groups with a different process, use the "Add Row" button.</i></p> | <p>Please SsMC /P.1valuat1m0ent columns. Es.</p>                               |  |
|   | <input checked="" type="checkbox"/><br><br><input checked="" type="checkbox"/> |  |

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

Task 6. TEACHERS: Additional Requirements - Training

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**Training Assurance**

**Please read the assurance below and check the box.**

The LEA assures that all evaluators will be properly trained and lead evaluators will be certified on the below elements prior to completing a teacher's evaluation. Note: independent observers and peer observers need only be trained on, at a minimum, elements 1, 2, and 4 below.

1. The New York State Teaching Standards, and their related elements and performance indicators
- 2.



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

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**Approximately how many hours of initial training will new evaluators receive?** 4-6 days**Retraining****Approximately how many hours of re-training (annual, periodic, or other frequency) will evaluators receive?** 2-6 hours**Certification of Lead Evaluators****How often are lead evaluators certified?** Annually**Please identify the party responsible for the certification and re-certification of lead evaluators.** Board of Education**Inter-rater Reliability**

Inter-rater reliability refers to the extent to which different evaluators produce similar ratings in judging the same abilities or characteristics in the same target person or object. Within the context of educator evaluation, inter-rater reliability requires all evaluators trained in the observation process to reach independent consensus on observable behaviors to ensure the accuracy, consistency, and precision of the implementation of the chosen evaluation rubric(s). It also requires administrators to analyze and track educator evaluation data and ensure that observations are being completed with fidelity.

Select the option(s) below that best describe the process in place for maintaining inter-rater reliability.

***Please check all that apply.***

 Periodic calibration meetings and/or trainings

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

Task 6. TEACHERS: Additional Requirements - Assurances

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**Teacher Evaluation Assurances**

**Please read the assurances below and check each box.**

- Assure that the LEA 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 evaluation, 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





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

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

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**Required Student Performance Subcomponent**

For guidance on the required subcomponent of the Student Performance category, see NYSED Educator Evaluation Guidance.

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

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

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

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**Required Student Performance Measures**

The required student performance measure for a principal may be either a student learning objective (SLO) or an input model, where the principal's overall rating shall be determined based on evidence of principal practice that promotes student growth related to the Leadership Standards.

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**STUDENT LEARNING OBJECTIVES**

For guidance on SLOs, see NYSED SLO Guidance.

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

**Individually attributed measures**

An individually attributed SLO is based on the learning outcomes of a student population within the principal's building or program.

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

**Collectively attributed measures**

A collectively attributed SLO is based on a student population across multiple buildings/programs of similar grade configuration or across multiple building/programs where the learning activities of one building/program indirectly contribute to student learning outcomes in another building/program. When determining whether to use a collectively attributed measure, the principal should consider the following factors:

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**Educator Evaluation - Ed Law §3012-d, amended in 2019****Task 7. PRINCIPALS: Required Student Performance - Information and Assurances**

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**INPUT MODEL***Selection of the Input Model will require:*

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

**Measure Type(s)****Please indicate below which type(s) of measures will be used to evaluate principals. Please check all that apply.**

- 
- Student Learning Objective (SLO)

**Assurances****Please read the assurances below and check each box.**

- 
- Assure that processes are in place for the superintendent to monitor SLOs and/or input models.
- 
- 
- Assure that the final Student Performance category rating for each principal will be determined using the weights and growth parameters specified in Subpart 30-3 of the Rules of the Board of Regents and the approved Educator Evaluation plan.

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

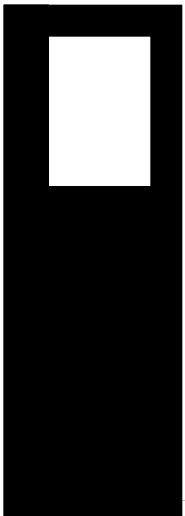
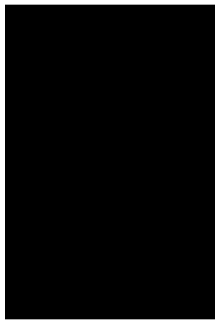
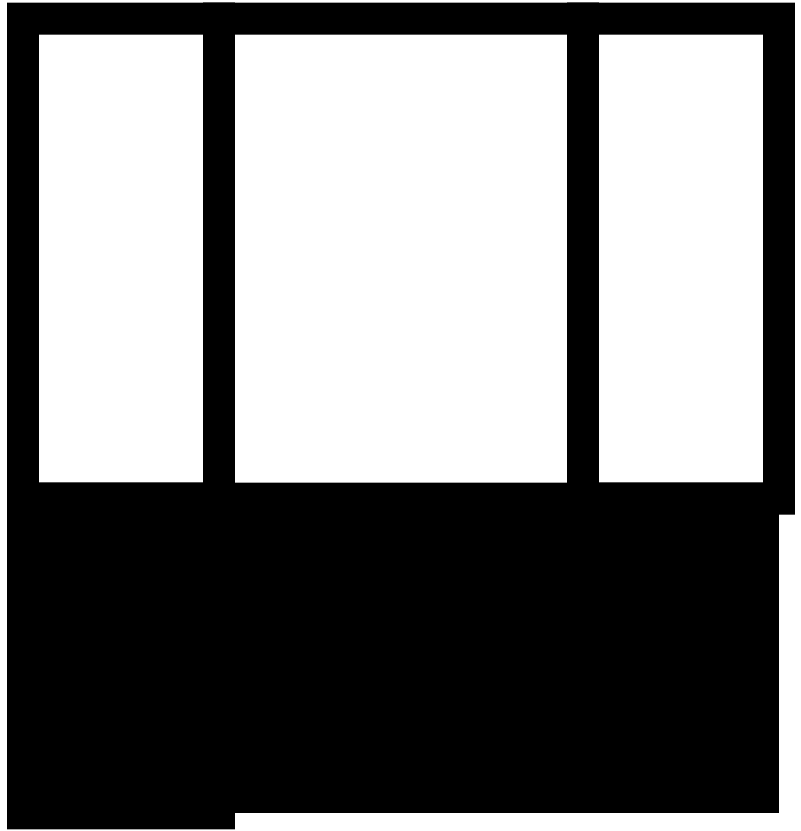
Task 7. PRINCIPALS: Required Student Performance - Student Learning Objectives

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**HEDI Scoring Bands**

|                  |           |            |             |
|------------------|-----------|------------|-------------|
| Highly Effective | Effective | Developing | Ineffective |
| 20               | 19        | 18         |             |





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

Task 7. PRINCIPALS: Required Student Performance - Weighting

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**Use of the Optional Subcomponent and Student Performance Category Weighting**

- If the Optional subcomponent is not used, the Required subcomponent will comprise 100% of the Student Performance category.
- If the Optional subcomponent is used, the percentage of the Student Performance category attributed to the Required subcomponent will be locally determined.

**Please indicate if the Optional subcomponent will be used by making the appropriate selection below.**

NO, the Optional subcomponent WILL NOT be used; the Required subcomponent will comprise 100% of the Student Performance category.

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

Task 8. PRINCIPALS: Optional Student Performance - Use of the Optional Subcomponent

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**Optional Student Performance Subcomponent**



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

Task 9. PRINCIPALS: School Visits - Rubric and Scoring

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**Principal School Visit Category**

For guidance on the Principal School Visit category, see NYSED Educator Evaluation Guidance. For a definition of terms used in this section, see the Educator Evaluation Glossary.

For the school visit category, principals' shall be evaluated based on a State-approved rubric using multiple sources of evidence collected and incorporated into the school visit protocol. Where appropriate, such evidence may be aligned to building or district goals; provided, however, that professional goal-setting may not be used as evidence of teacher or principal effectiveness. Such evidence shall reflect school leadership practice aligned to the Leadership Standards and selected practice rubric.

**Principal Practice Rubric**

Select a principal practice rubric from the menu of State-approved rubrics to assess principal practice based on ISLLC 2008 Standards (PSEL standards beginning in 2024-25).

|   |  |
|---|--|
| Rubric Name                                   | <b>If more than one rubric is utilized, please indicate the group(s) of principals each rubric applies to.</b> |
| Multidimensional Principal Performance Rubric | (No Response)  |

**Please read the assurances below and check each box.**

- Assure that the same rubric(s) is (are) used for all principals in the same or similar programs or grade configurations across the LEA, provided that LEAs may locally determine whether to use different rubrics for a principal assigned to different programs or grade configurations as indicated in the table above.
- Assure that the same rubric(s) is (are) used for all school visits for a principal across the school visit types in a given school year.

**Rubric Rating Process**

For more information on the Principal School Visit category see NYSED Educator Evaluation Guidance. For a definition of terms used in this section, see the Educator Evaluation Glossary.

The following is one example of how an LEA might score principal school visits using the selected practice rubric: *Domains 1-4 of the MPPR rubric have been negotiated as observable. Domains 2 and 3 are weighted as 40% each, and Domains 1 and 4 are weighted as 10% each. For each school visit, evidence is collected for all observed subcomponents in a domain. A holistic score is then determined for each domain. These domain scores are weighted as indicated above to reach a final score for each school visit. Scores for each school visit are weighted equally and averaged to reach a final score for each school visit type. The LEA will ensure that all subcomponents designated as observable will be addressed at least once across the school visit cycle.*

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

Task 9. PRINCIPALS: School Visits - Rubric and Scoring

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| Overall School Visit Category |             |              |
|-------------------------------|-------------|--------------|
| Score and Rating              |             |              |
|                               | Minimum     | Maximum      |
| <b>H</b>                      | 3.5 to 3.75 | 4.0          |
| <b>E</b>                      | 2.5 to 2.75 | 3.49 to 3.74 |
| <b>D</b>                      | 1.5 to 1.75 | 2.49 to 2.74 |
| <b>I</b>                      | 0.00*       | 1.49 to 1.74 |

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

**HEDI Ranges**

Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.

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

|                   | Minimum Rubric Score | Maximum Rubric Score |
|-------------------|----------------------|----------------------|
| Highly Effective: | 3.50                 | 4.00                 |

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

|            | Minimum Rubric Score | Maximum Rubric Score |
|------------|----------------------|----------------------|
| Effective: | 2.50                 | 3.49                 |

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

|             | Minimum Rubric Score | Maximum Rubric Score |
|-------------|----------------------|----------------------|
| Developing: | 1.50                 | 2.49                 |

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

|              | Minimum Rubric Score | Maximum Rubric Score |
|--------------|----------------------|----------------------|
| Ineffective: | 0.00                 | 1.49                 |

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

Task 9. PRINCIPALS: School Visits - Principal School Visits

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**Principal School Visit Subcomponent Weighting**

For a definition of terms used in this section, see the Educator Evaluation Glossary.

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

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

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

- At least 10%, but no more than 20%, of the Principal School Visit category score

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

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

Task 9. PRINCIPALS: School Visits - Principal School Visits

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Page Last Modified: 05/10/2023

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**Peer School Visit Assurances**

**Please read the assurances below and check each box.**

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

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

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

Page Last Modified: 03/01/2023

**Category and Overall Ratings**

For guidance on Educator Evaluation scoring, see NYSED Educator Evaluation Guidance.

**Category Scoring Ranges**

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

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

**Scoring Matrix for the Overall Rating**

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

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

**Category and Overall Rating Assurances**

Please read the assurances below and check each box.

- Assure that each subcomponent and category score and rating and the Overall rating will be calculated pursuant to the requirements specified in Subpart 30-3 of the Rules of the Board of Regents.
- Assure that it is possible to obtain a zero in each subcomponent.
- Assure the overall rating determination for a principal shall be determined according to the evaluation matrix.

**Educator Evaluation - Ed Law §3012-d, amended in 2019****Task 11. PRINCIPALS: Additional Requirements - Principal Improvement Plans**

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Page Last Modified: 03/01/2023

**Additional Requirements**

For guidance on additional requirements for principals, see NYSED Educator Evaluation Guidance.

**Principal Improvement Plan Assurances**

**Please read the assurances below and check each box.**

- Assure that the LEA will formulate and commence implementation of a Principal Improvement Plan (PIP) for all principals who receive an overall rating of Developing or Ineffective 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 their 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.

**Principal Improvement Plan Forms**

All PIP plans developed and implemented by the superintendent or their designee, in the exercise of their 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 Educator Evaluation plan, upload the PIP forms that are used in the LEA.**

PIP 2016.docx





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

Task 11. PRINCIPALS: Additional Requirements - Appeals

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|   |  |  |
|---|--|--|
| <p><b>Which groups of principals may utilize the appeals process?</b><br/> <i>Select all groups that have the same process as defined in subsequent columns. To add additional groups with a different process, use the "Add Row" button.</i></p> | <p>Please select the ground(s) on which the principals selected are permitted to appeal their overall evaluation rating.<br/> <i>Please select all that apply.</i></p>   | <p>What is the maximum length of time for the principals selected to receive a final decision from the filing of the appeal?</p> |
|   | <p>and methodologies required for such reviews, pursuant to Education Law Section 3012-d</p> <p><input checked="" type="checkbox"/> The adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as required under Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents</p> <p><input checked="" type="checkbox"/> The LEA's issuance and/or implementation of the terms of the principal improvement plan, as required under Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents</p> |  |

**If "Other" was selected in the table above, please list the corresponding row number and group(s) of principals that may utilize the appeals process.**

|               |  |
|---------------|--|
| Row Number    | <b>Groups of principals not specified in the table above that may utilize the appeals process.</b> |
| (No Response) | (No Response)  |



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

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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

Task 12. Joint Certification of Educator Evaluation Plan - Upload Certification Form

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Page Last Modified: 06/09/2023

**Upload Educator Evaluation LEA Certification Form**

*Please Note: SED Monitoring timestamps each revision and signatures cannot be dated earlier than the last revision. To ensure the accuracy of the timestamp on each task, please submit from Task 12 only.*

**Implementation of the Evaluation Plan**

Please indicate below the fiscal year to which this evaluation plan will be applicable.

2022-23

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

APPR Signature.pdf

## TEACHER IMPROVEMENT PLAN (TIP)

Teacher Name: \_\_\_\_\_ Tenure Area(s): \_\_\_\_\_  
 Status: 1<sup>st</sup> Year Probationary 2<sup>nd</sup> Year Probationary 3<sup>rd</sup> Year Probationary 4<sup>th</sup> Year Probationary Tenured Other  
 Evaluator Name: \_\_\_\_\_ Evaluator Position: \_\_\_\_\_  
 Final Evaluation Date: \_\_\_\_\_ for the \_\_\_\_\_ school year, resulting in a HEDI rating of \_\_\_\_\_.

**Directions for TIP Development:** The Principal completes the following chart after consultation with the affected teacher and union representative (upon teacher's request). Use additional pages if needed. Implementation of this plan will commence by \_\_\_\_\_<sup>1</sup>.

| Area(s) Needing Improvement | Timeline for Achieving Improvement | Teacher Responsibilities (if any) and Timeframes: | Administrator Contributions (if any) and Timeframes: | The Manner(s) by which Improvement will be Assessed |
|-----------------------------|------------------------------------|---|--|---|
|                             |                                    |   |  |   |
|                             |                                    |   |  |   |
|                             |                                    |   |  |   |
|                             |                                    |   |  |   |
|                             |                                    |   |  |   |

**Directions for TIP Follow up:** The Principal, Teacher and Union Representative (upon the Teacher's request) will hold a TIP-Update meeting on \_\_\_\_\_ to discuss the status of implementing this TIP, the degree of improvement in the identified "Area(s) Needing Improvement," and updating this TIP if appropriate.

\_\_\_\_\_ Principal's Signature, Dated: \_\_\_\_\_

\_\_\_\_\_ Teacher's Signature, Dated: \_\_\_\_\_

**The TIP shall be implemented no later than October 1<sup>st</sup> of the school year or soon as practical thereafter. The TIP shall be developed by the superintendent or his or her designee in the exercise of their pedagogical judgement.**

[Type here]

**[Type here]**



**Educator Improvement Plan**

PRINCIPAL IMPROVEMENT PLAN (PIP)

Name: \_\_\_\_\_ Tenure Area(s): \_\_\_\_\_

Evaluator Name: \_\_\_\_\_ Evaluator Position: \_\_\_\_\_

Final Evaluation Date: \_\_\_\_\_ for the \_\_\_\_\_ school year, resulting in a HEDI rating of \_\_\_\_\_.

Directions for PIP Development: The Superintendent completes the following chart after consultation with the affected principal. Use additional pages if needed. Implementation of this plan will commence by \_\_\_\_\_<sup>1</sup>.

| Area(s) Needing Improvement | Timeline | Differentiated Activities for Improvement | The Manner(s) by which Improvement will be Assessed |
|-----------------------------|----------|---|---|
|                             |          |   |   |
|                             |          |   |   |
|                             |          |   |   |
|                             |          |   |   |
|                             |          |   |   |

Directions for PIP Follow up: The Principal and the Superintendent will hold a PIP-Update meeting on \_\_\_\_\_ to discuss the status of implementing this PIP, the degree of improvement in the identified "Area(s) Needing Improvement," and updating this PIP if appropriate.

\_\_\_\_\_ Principal's Signature, Dated: \_\_\_\_\_

\_\_\_\_\_ Superintendent's Signature, Dated: \_\_\_\_\_

<sup>1</sup>**The PIP shall be implemented no later than October 1<sup>st</sup> of the school year or soon as practical thereafter.**

