

SILVER STRONG & ASSOCIATES  
**The Thoughtful Classroom Principal Effectiveness Framework (TCPEF)**

**Conversion to New York State Rating Categories**

The Thoughtful Classroom Principal Effectiveness Framework features four performance rating categories (or levels of performance): Novice, Developing, Proficient, and Expert.

These four categories convert easily to New York State's four rating categories as follows:

Novice = Ineffective  
Developing = Developing  
Proficient = Effective  
Expert = Highly Effective