

## **Learning Sciences International**

### Conversion to the New York State Ratings Categories

The teacher's status score reflects his/her overall understanding and application of the Art and Science of Teaching framework across the Marzano Causal Evaluation Model Four Domains: Domain 1: Classroom Strategies and Behaviors; Domain 2: Planning and Preparing; Domain 3: Reflecting on Teaching; Domain 4: Collegiality and Professionalism.

The following steps outline the process used to calculate status score. The Status Score aggregates teachers' ratings across all observed elements within the framework to result in a score.

1. Using the Domain Forms, rate observed elements at each of the following levels: Innovating (4), Applying (3), Developing (2), Beginning (1), and Not Using (0)
2. Count the number of ratings at each level for each of the four domains
3. For each domain, determine the percentage of the total each level represents (this process is automated in a spreadsheet)
4. For each domain, apply the results from Step 3 to the description for each level on the Proficiency Scale (based on teacher's experience level). This is a domain proficiency score and will be a number between 1 and 4.
5. Using the four domain frequency scores, compute the weighted average to obtain the Status Score. The 3 Category Proficiency Scales can be used to determine a numerical value that represents a proficiency score for each domain. Each domain can be weighted to obtain an overall Status Score. LSI recommends the following weight for each domain but percentages can be adjusted by the district:

- a. Domain 1: 68%, 41 Elements
- b. Domain 2: 14%, 8 Elements
- c. Domain 3: 8%, 5 Elements
- d. Domain 4: 10%, 6 Elements

This weighting system distinguishes the Marzano Causal Evaluation Model from traditional evaluation models in that Domain 1 carries the most weight as these strategies are directly related to student learning. Additionally, the most emphasis is placed on the domain proven by research to have the most direct, CAUSAL impact on student achievement.

The weighted average of the 4 domain proficiency scores will result in a single number that can be translated into the following final scale:

- a. Highly Effective (3.5 – 4.0)
- b. Effective (2.5 – 3.4)
- c. Developing (1.5 – 2.4)
- d. Ineffective (1.0 – 1.4)

The Instructional Practice Score reflects teachers' performance across all elements within the framework (Domains 1-4) and accounts for teachers' experience levels. Further it assigns weight to the domain with the greatest impact on student achievement (Domain 1) and acknowledges teachers' focus on deliberate practice by measuring teacher improvement over time on specific elements within the framework.

The four category ratings are identical to the categories New York State has adopted. The levels used for each domain element are: 1) Highly Effective, 2) Effective, 3) Developing, and 4) Ineffective.