Task 1. General Information

Disclaimers

For guidance related to Educator Evaluation plans, see NYSED Educator Evaluation Guidance. For a definition of terms related to Educator Evaluation, see the Educator Evaluation Glossary.

The Department will review the contents of each local educational agency's (LEA) Educator Evaluation plan as submitted using this online form, including required attachments, to determine if the plan rigorously complies with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. Department approval does not imply endorsement of specific educational approaches in an LEA's plan.

The Department reserves the right to request further information from an LEA to monitor compliance with Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents. Each LEA is required to keep detailed records on file for each section of the currently implemented Educator Evaluation plan. Such detailed records must be provided to the Department upon request. The Department reserves the right to disapprove or require modification of an LEA's plan that does not rigorously adhere to the requirements of Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

The Department will not review any attachments other than those required in the online form. Any additional attachments supplied by the LEA are for informational purposes only for the teachers and principals reviewed under this Educator Evaluation plan. Statements and/or materials in such additional attachments have not been approved and/or endorsed by the Department. However, the Department considers void any other signed agreements between and among parties in any form that prevent, conflict, or interfere with full implementation of the Educator Evaluation plan approved by the Department. The Department also reserves the right to request further information from the LEA, as necessary, as part of its review of this plan.

If the Department reasonably believes through investigation, or otherwise, that statements made in this Educator Evaluation plan are not true or accurate, it reserves the right to reject or disapprove this plan at any time and/or to request additional information to determine the truth and/or accuracy of such statements.

Educator Evaluation Assurances

Please check all of the boxes below *

- ☐ Assure that the content of this form represents the LEA's entire Educator Evaluation plan and that the Educator Evaluation plan is in compliance with Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents.
- ☐ Assure that a detailed version of the LEA's entire Educator Evaluation plan is kept on file and that a copy of such plan will be provided to the Department upon request for review of compliance with Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents.
- ☐ Assure that this Educator Evaluation plan will be posted on the LEA's website no later than September 10th of each school year, or within 10 days after the plan's approval by the Commissioner, whichever shall occur later.
- ☐ Assure that it is understood that this LEA's Educator Evaluation plan will be posted in its entirety on the NYSED website following approval.

Approved Educator Evaluation Plans: http://www.nysed.gov/educator-quality/educator-evaluation-plans

Task 2. TEACHERS: Required Student Performance

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.

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.

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.

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

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

Assessment(s) that are selected from the list of State-approved:

- **third party assessments**; or
- **locally-developed assessments** (district-, BOCES-, or regionally-developed).

HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

SLO Assurances

Please check each of the boxes below. *

- ☐ Assure that each teacher has an SLO as determined locally in a manner consistent with the goal-setting process determined by the Commissioner.
- ☐ Assure that all student growth targets represent a minimum of one year of expected growth, as determined locally in a manner consistent with the Commissioner's goal-setting process. Such targets may only take the following characteristics into account: poverty, students with disabilities, English language learner status and prior academic history.
- ☐ Assure that all student growth targets shall measure the change in a student's performance between the baseline and the end of the course.
- ☐ Assure that if a teacher's SLO is based on a small 'n' size population and the LEA chooses not to use the HEDI scoring bands listed above, then the teacher's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in SLO Guidance.
- ☐ Assure that processes are in place for the superintendent to monitor SLOs.
- ☐ Assure that the final Student Performance category rating for each teacher 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.
- ☐ Assure that for any SLO based, in part, on the New York State grade four science assessment, once the assessment is no longer administered the SLO will utilize only the remaining assessments.

Measures and Assessments

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 * *Select all that apply*	**Measure** *	**State or Regents Assessment(s)** *Select all that apply*	**Locally-developed Course-specific Assessment(s)** *Select all that apply*	**Third Party Assessment(s)** *Select all that apply*
This column contains the following choices: ☐ All Teachers *(all grade levels, subjects and courses)* ☐ All core teachers *(K-3; 4-8 ELA, math, science, social studies; high school ELA and Regents courses)* ☐ All non-core/elective teachers *(to list non-core/elective teachers separately, please use the table in the following section)* In addition to: *- Common Branch for grades K-3* *- Common Branch, ELA, Math, Science, SS for grades 4-8* *- All high school Regents courses (including 9-12 ELA and Global History I)* And ☐ All non-core/elective teachers corresponding to the grade levels of the courses selected above *(e.g. non-core/elective teachers in grades 4-8; to list non-core/elective teachers separately, please use the table in the following section)*	☐ Individually attributed results ☐ Collectively attributed results *(program, school or district-wide measure)* ☐ Collectively attributed linked results ☐ Collectively attributed group or team results	*This column contains a listing of all NYS Assessments – grades 3-8 ELA/math/ science, Regents exams, NYSAA and NYSESLAT.*	*This column contains a listing of all LEAs with approved locally-developed course specific assessments.*	*This column contains a listing of all State-approved third party assessments.*

Add Row

Non-core/Elective Teachers

Please ***only*** check the box below ***if none of the options for non-core/elective teachers in the table above are applicable*** (e.g., teachers of art, music, and physical education use different measures and asessments).

☐ Individual non-core/elective teachers are listed in the next section with corresponding measures and assessments.

Non-core/Elective Teachers

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.

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.

ASSESSMENTS

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

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

Assessment(s) that are selected from the list of State-approved:

- **third party assessments**; or
- **locally-developed assessments** (district-, BOCES-, or regionally-developed).

Please use the table below to list the non-core/elective teachers in your LEA not included on the previous page.

For the teacher(s) on each row, indicate the applicable measures and assessment(s) used. Please note, you may combine into one course listing any groups of teachers for whom the measure and assessment(s) are the same including, for example, "K-12 Special Education".

Follow the examples below to list non-core/elective teachers.

- **Column 1: lowest grade that corresponds to the course**
- **Column 2: highest grade that corresponds to the course**
- **Column 3: subject of the course**
- **Column 4: measure used**
- **Columns 5-7: assessment(s) used**

	(1) lowest grade	(2) highest grade	(3) subject	(4) measure	(5-7) assessment(s)
9-12 English Electives	9	12	English Electives	Collectively-attributed linked results	All Regents given in LEA
K-3 Art	K	3	Art	Teacher and course-specific results	Questar III BOCES
K-8 All non-core/elective courses	K	8	All non-core/elective courses	Collectively-attributed results	STAR Early Literacy, STAR Math, STAR Reading

Note on common branch/departmentalized options

Grades K-3 that use both a common branch and departmentalized model
- Check each applicable common branch grade level on the previous page.
- For the non-core/elective teachers entry below, select the "Elementary" option for applicable subjects in the "Subject" column with the corresponding grade(s) and complete the remainder of the information as appropriate.

To add additional courses, click "Add Row".

Grade From *	**Grade To** *	**Subject** *	**Measure** *	**State or Regents Assessment(s)** *Select all that apply*	**Locally-developed Course-specific Assessment(s)** *Select all that apply*	**Third Party Assessment(s)** *Select all that apply*
This column contains a listing of grades K-12, plus 'ungraded'	*This column contains a listing of grades K-12, plus school levels applicable to 'ungraded'.*	*This column contains a listing of subjects of non-core/ elective courses not included in the table on the previous page.*	☐ Individually attributed results ☐ Collectively attributed results *(program, school or district-wide measure)* ☐ Collectively attributed linked results ☐ Collectively attributed group or team results	*This column contains a listing of all NYS Assessments – grades 3-8 ELA/math/ science, Regents exams, NYSAA and NYSESLAT.*	*This column contains a listing of all LEAs with approved locally-developed course specific assessments.*	*This column contains a listing of all State-approved third party assessments.*

Add Row

Use of the Optional Subcompnent 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.
- ☐ YES, the Optional subcomponent WILL be used; the weight of each subcomponent is indicated below.

Information related to the Optional subcomponent will be entered into Task 3.

Select the weight of the Required Student Performance subcomponent; the corresponding Optional Student Performance subcomponent weight is shown. *

Please Select

Options are listed from 99% required, 1% optional to 1% required, 99% optional.

Task 3. TEACHERS: Optional Student Performance

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.
- ☐ YES, the Optional subcomponent WILL be used in the Student Performance category.

Optional Measure(s)

Please indicate below which type(s) of optional measures are will be used to evaluate teachers.

Select all that apply. *

- ☐ 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
- ☐ A collectively bargained measure of student growth or achievement included in the LEA's evaluation plan not listed above

Assurances

Please check each of the boxes below. *

- ☐ Assure that scores and ratings for the Optional Student Performance subcomponent will be calculated in the manner specified in this task.
- ☐ Assure that the final Student Performance category rating for each teacher will be determined using the weights and parameters specified in Subpart 30-3 of the Rules of the Board of Regents.
- ☐ Assure that all Optional Student Performance measures for a teacher are different than any measures used for the Required Student Performance subcomponent.
- ☐ Assure that the same locally selected measures of student growth across all classrooms in the same grade/subject in the LEA will be used in a consistent manner to the extent practicable.

Applicable Teachers

Please list all teachers to whom the optional measure will apply.

If applicable, use the options in the 'Groups of Teachers' column, OR select teachers individually in the columns to the right.

If all teachers applicable to the optional subcomponent utilize the same measure, only list teachers on the first row, group 1, and select 'Group not applicable' in the first column of the remaining rows.

If different groups of teachers utilize different measures for the optional subcomponent, please use a different row for each group.

Applicable Teachers	Groups of Teachers	Common Branch	ELA	Math	Science	Social Studies
This table contains Groups 1-3	*This column contains the following choices:* ☐ Group not applicable ☐ All Teachers *(all grade levels, subjects and courses)* ☐ All core teachers *(K-3; 4-8 ELA, math, science, social studies; high school ELA and Regents courses)* ☐ All non-core/elective teachers *(to list non-core/elective teachers separately, please use the table in the following section)* In addition to: *- Common Branch for grades K-3* *- Common Branch, ELA, Math, Science, SS for grades 4-8* *- All high school Regents courses (including 9-12 ELA and Global History I)* And ☐ All non-core/elective teachers corresponding to the grade levels of the courses selected in subsequent columns *(e.g. non-core/elective teachers in grades 4-8; to list non-core/elective teachers separately, please use the table in the following section)*	☐ Kindergarten ☐ Grade 1 ☐ Grade 2 ☐ Grade 3 ☐ Grade 4 ☐ Grade 5 ☐ Grade 6 ☐ Grade 7 ☐ Grade 8	☐ 4-8 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9-12 ☐ 9 ☐ 10 ☐ 11 ☐ 12	☐ 4-7 ☐ 4-8 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ All Regents Math Courses ☐ Algebra I ☐ Geometry ☐ Algebra II	☐ 4-8 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ All Regents Science Courses ☐ Living Environment ☐ Earth Science ☐ Chemistry ☐ Physics	☐ 4-8 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ All Regents History Courses ☐ Global History I ☐ Global History II ☐ US History

Add Row

Non-core/Elective Teachers

Please ***only*** check the box below ***if none of the options for non-core/elective teachers in the table above are applicable*** (e.g., teachers of art, music, and physical education use different measures and assessments).

☐ Individual non-core/elective teachers applicable to the optional measure are listed in the next section.

Applicable Non-core/Elective Teachers

Please use the table below to list the non-core/elective teachers in your LEA not included on the previous page.

Please ***only*** use the table below ***if none of the options for non-core/elective teachers in the table on the previous page are applicable*** (e.g., not all non-core/elective teachers use the optional measure).

Fill in the following for all non-core/elective teachers in additional grades/subjects that are included in the optional measure (not included in the table on the previous page):

- Column 1: lowest grade that corresponds to the course
- Column 2: highest grade that corresponds to the course
- Column 3: subject of the course

Follow the examples below to list non-core/elective teachers.

	(1) lowest grade	(2) highest grade	(3) subject
All Non-Core/Elective Courses	K	12	All non-core/elective teachers
K-3 Art	K	3	Art
Grades 9-12 English Electives	9	12	English Electives

Click "Add Row" to add additional courses. Only list additional courses if they use the optional measure, but are not included in one of the selections on the previous page.

Grade From *	**Grade To** *	**Subject** *
This column contains a listing of grades K-12.	*This column contains a listing of grades K-12.*	*This column contains a listing of subjects of non-core/ elective courses not included in the table on the previous page.*

Add Row

Optional Student Performance: Option (A) Additional SLO

This optional measure is a second SLO, provided that this SLO is different than that used in the required subcomponent.

Option (A) Assurances

Please check each of the assurances and answer the questions below related to the second SLO that will be used as the optional measure. *

- ☐ Assure that the teacher has an SLO as determined locally in a manner consistent with the goal-setting process determined by the Commissioner.
- ☐ Assure that all student growth targets represent a minimum of one year of expected growth, as determined locally in a manner consistent with the Commissioner's goal-setting process. Such targets may only take the following characteristics into account: poverty, students with disabilities, English language learner status and prior academic history.
- ☐ Assure that all student growth targets shall measure the change in a student's performance between the baseline and the end of the course.
- ☐ Assure that if a teacher's SLO is based on a small 'n' size population and the LEA chooses not to use the HEDI scoring bands listed above, then the teacher's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in Educator Evaluation Guidance, as shown below.
- ☐ Assure that processes are in place for the superintendent to monitor SLOs.
- ☐ Assure that the final Student Performance category rating for each teacher 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.
- ☐ Assure that the second SLO used for the Optional Student Performance measures is different than the SLO(s) used for the Required Student Performance subcomponent.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Option (A) Measure

Use the table below to identify the optional measure used for the second SLO; assessment(s) and description will be provided in subsequent sections.

The optional measure may be individually or collectively attributed results and may utilize State-created or -administered assessments and/or State-designed supplemental assessments.

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 measure options:

> **Collectively attributed results**: scores and ratings will be based on the growth of all students in a school or program or all 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.

Choose "Add Row" to include an additional group of teachers with a different measure.

Applicable teachers row groups * *Select all that apply*	**Which measure will be used as the second SLO?** *
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed	☐ Individually attributed results ☐ Collectively attributed results *(program, school or district-wide measure)* ☐ Collectively attributed linked results ☐ Collectively attributed group or team results

Add Row

Assessment(s)

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.

Use the table below to identify the assessment(s) to be used with the optional measure.

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

Applicable teachers row groups * *Select all that apply*	**Applicable optional measure**	**State-created or -administered assessment(s)** *Select all that apply*	**State-designed supplemental assessment(s)** *Select all that apply*
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed	☐ Option (A) Second SLO ☐ Option (B) Growth score ☐ Option (C) Measure of student growth ☐ Option (D) Performance index ☐ Option (E) Achievement benchmark ☐ Other optional measure	*This column contains a listing of all approved State-designed supplemental assessments.*	*This column contains a listing of all approved State-designed supplemental assessments.*

Add Row

Optional Student Performance: Option (B) Additional Growth Score

This optional measure is a growth score based on a statistical growth model, where available, for either State-created or -administered assessments or State-designed supplemental assessments.

Option (B) Description

Please answer the questions below and upload a conversion chart to describe the growth score based on a statistical growth model based on either State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**How does the selected assessment measure student growth* based on a statistical growth model?** **How will you determine each student's starting level for the course? *** *Please include relevant baseline data collection information.* ** Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**How is the growth score based on a statistical growth model calculated?** **How is this translated to a 0-20 score and HEDI rating? *** *The conversion chart will be uploaded in the next question.*
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed		

Add Row

Option (B) Conversion Chart

Please upload the chart provided by the assessment provider to demonstrate how the growth model translates to a HEDI score from 0-20.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

*

Choose File No file chosen

Add Another Upload

Optional Student Performance: Option (C) Additional Growth Measure

This optional measure is a measure of student growth, other than an SLO, based on State-created or -administered assessments or State-designed supplemental assessments.

Option (C) Description

Please answer the questions below to describe the measure of student growth (other than an SLO) based on State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**How does the selected assessment measure student growth*?** **How will you determine each student's starting level for the course? *** *Please include relevant baseline data collection information.* ** Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**What is the expectation for student growth and how are growth targets determined?** **Will any demonstrated student growth toward the target contribute to the calculation of an educator's student performance measure, or only if a student meets or exceeds the growth target? ***	**How is the growth score calculated?** **How is this translated to a 0-20 score and HEDI rating? *** *The conversion chart will be uploaded in the next question.*
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed			

Add Row

Option (C) Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
0		
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
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17		
18		
19		
20		

Optional Student Performance: Option (D) Performance Index

This optional measure is a performance index based on State-created or -administered assessments or State-designed supplemental assessments.

Option (D) Description

Please answer the questions below to describe the performance index based on State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**How does the selected performance index measure student performance?** *	**How is the performance index target determined?** *
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed		

Add Row

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**How does the performance index account for changes in student performance between two (or more) points in time, if measuring growth?** * ** Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**How is the performance index score calculated?** **How is this translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed		

Add Row

Option (D) Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
0		
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		

11		
12		
13		
14		
15		
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20		

Optional Student Performance: Option (E) Achievement Benchmark

This optional measure is an achievement benchmark based on State-created or -administered assessments or State-designed supplemental assessments.

Option (E) Description

Please answer the questions below to describe the achievement benchmark based on State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**What is the achievement benchmark and how is the achievement benchmark determined?** * *Please include the student-level information that is used to create the achievement benchmark.*	**Why has the LEA determined that this achievement benchmark is a rigorous yet attainable achievement target for the student population included in the measure?** *	**How is the achievement benchmark translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed			

Add Row

Option (E) Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
0		
1		
2		
3		
4		
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Optional Student Performance: Other Optional Measure

This optional measure is any other collectively bargained measure of student growth or achievement.

Other Optional Measure Description

Please answer the questions below to describe the collectively bargained measure of student growth or achievement that will be used as the optional measure.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**Please identify the locally selected measure that will be used to measure student growth* or achievement.** * ** Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**How does the selected assessment measure student achievement?** **If measuring growth, how does the assessment measure student achievement between two or more points in time and how will you determine each student's starting level for the course?** * *Please include relevant baseline data collection information.*
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed		

Add Row

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**What is the expectation for student growth/achievement and how are targets determined?** **Will any demonstrated student growth/achievement toward the target contribute to the calculation of an educator's student performance measure, or only if a student meets or exceeds the growth/achievement target?** *	**How are student level results used to determine a teacher's score?** **How is this translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed		

Add Row

Other Optional Measure Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
0		
1		
2		

** A red asterisk denotes a required question*

3		
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Student Population and Teacher Feedback

Please provide additional details on the optional measure by answering the questions below.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable teachers row groups * *Select all that apply*	**Applicable optional measure**	**What is the student population that will be included in the measure?** * *E.g., all students who take the selected assessment in a school year; English language learners; etc.*	**How will data that is collected from this measure be used to provide timely and constructive feedback to teachers?** *
☐ Applicable teachers group row 1 ☐ Applicable teachers group row 2 ☐ Applicable teachers group row 3 ☐ Non-core/elective teachers group ☐ All applicable teachers listed	☐ Option (A) Second SLO ☐ Option (B) Growth score ☐ Option (C) Measure of student growth ☐ Option (D) Performance index ☐ Option (E) Achievement benchmark ☐ Other optional measure		

Add Row

Task 4. TEACHERS: Observations

Teacher Observation Category

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

Teacher Practice Rubric

Select a teacher practice rubric from the menu of State-approved rubrics to assess teacher practice based on the NYS Teaching Standards.

If your LEA is using an additional rubric(s), use the "Add Row" button. Any LEA may use multiple rubrics, as long as the same rubric is used for all classroom teachers in a grade/subject across the LEA.

If your LEA has been granted a rubric variance by NYSED through the rubric RFQ process, select "LEA Rubric Variance" from the menu.

Rubric Name *	**If more than one rubric is utilized, please indicate the group(s) of teachers each rubric applies to.**
☐ CLASS ☐ Danielson's Framework for Teaching ☐ Danielson's Framework for Teaching (2011 Revised Edition) ☐ Danielson's Framework for Teaching (2013 instructionally Focused Edition) ☐ Danielson's Framework for Teaching (2013 Revised Edition) ☐ Danielson's Framework for Teaching (2022 Edition) ☐ Marshall's Teacher Evaluation Rubric ☐ Marshall's Teacher Evaluation Rubric (2012 Revised Edition) ☐ Marshall's Teacher Evaluation Rubric (2014 Edition) ☐ Marzano's Focused Teacher Evaluation Model ☐ Marzano's Casual Teacher Evaluation Model ☐ Marzano's Teacher Practice Rubric ☐ McRELS CUES Framework for Teacher Evaluation ☐ The New York LoTi Teacher Practice Rubric ☐ NYLA-SSL/SLSA School Librarian Evaluation Rubric ☐ NYSTCE Framework for the Observation of Effective Teaching ☐ NYSUT Teacher Practice Rubric ☐ NYSUT Teacher Practice Rubric (2012 Edition) ☐ NYSUT Teacher Practice Rubric (2014 Edition) ☐ The Teaching and Learning Framework ☐ Thoughtful Classroom Principal Evaluation Framework ☐ Thoughtful Classroom Principal Evaluation Framework (July 2016 Edition) ☐ LEA Rubric Variance	

Add Row

Please check each of the boxes below. *

☐ Assure that the same rubric(s) is (are) used for all classroom teachers in a grade/subject across the LEA, provided that LEAs may locally determine whether to use different rubrics for teachers who teach different grades and/or subjects during the school year as indicated in the table above.

☐ Assure that the same rubric(s) is (are) used for all observations of a classroom teacher across the observation types in a given school year.

Rubric Rating Process

For more information on the Teacher Observation 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 teacher observations using the selected practice rubric: *Domains 1-4 of the Danielson 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 observation, evidence is collected for all observed subcomponents in a domain. A holistic domain score is then determined for each teacher. These domain scores are weighted as indicated above to reach a final score for each observation. Scores for each observation are weighted equally and averaged to reach a final score for each observation type. The LEA will ensure that all subcomponents designated as observable will be addressed at least once across the observation cycle.*

Use the following section to describe the process for rating and scoring the selected practice rubric consistent with the Department's regulations.

Please check each of the boxes below. *

- ☐ Assure that the designation of components of the selected practice rubric as observable is locally negotiated.
- ☐ Assure that all components of the selected practice rubric designated as observable are assessed at least once and that each of the NYS Teaching Standards is covered across the total number of annual observations.
- ☐ Assure that a component designated as ineffective is rated one (1), a component designated as developing is rated two (2), a component designated as effective is rated three (3), and a component designated as highly effective is rated four (4).
- ☐ Assure that the process for assigning scores and/or ratings for each teacher observation is consistent with locally determined processes, including practice rubric component weighting consistent with the description in this plan.

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

- ○ Subcomponent level (each observable subcomponent receives a rating)
- ○ Domain level (holistic rating of domain)
- ○ Holistic rating of the entire rubric
- ○ Other (please provide more information below)

If more than one rubric is selected and different processes exist, please choose Other and describe both below.

Other: In the box below, please provide additional details on the level at which the observable components of the selected rubric are rated. *

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

Report Title: 4.wgt

- ○ Each component is weighted equally and averaged
- ○ Observable components are combined in some other manner (please provide more information below)

e.g., domains 2 and 3 are weighted as 40% each, and Domains 1 and 4 are weighted as 10% each.

- ○ Not applicable (the rubric is rated holistically, as indicated above)

If more than one rubric is selected and different processes exist, please choose 'Observable components are combined in some other manner' and describe the process applicable to each rubric below.

Other: In the box below, please describe how the observable components of the rubric are combined. *

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
- ○ Multiple observations of the same type are weighted in some other manner (please provide more information below)

If more than one rubric is selected and different processes exist, please choose 'Multiple observations of the same type are weighted in some other manner' and describe the process applicable to each rubric below.

Other: In the box below, please describe how multiple observations of the same observation type will be weighted. *

Please read the assurances below and check each box. *

Report Title: 4.asr.scr

- ☐ 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.

Edit Report Title

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
H	3.5 to 3.75	4.0
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	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

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:	Please Select	Please Select

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:	Please Select	Please Select

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:	Please Select	Please Select

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:	Please Select	Please Select

Teacher Observations

Teacher Observation Subcomponent Weighting

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

Required Subcomponent 1: Observations by Principal(s) or Other Trained Administrator(s)
- At least 80% of the Teacher Observation category score

Required Subcomponent 2: Observations by Impartial Independent Trained Evaluator(s)*
- At least 10%, but no more than 20%, of the Teacher Observation category score

Optional Subcomponent: Observations by Trained Peer Observer(s)
- No more than 10% of the Teacher Observation category score when selected

Please be sure the total of the weights indicated equals 100%.

** 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.*

Please indicate the weight of each observation type and be sure the total of the weights indicated equals 100%.

Report Title: 4.weight

- If the Peer Observation subcomponent will not be used, select "N/A" in the Peer Observer(s) column.
- If the indicated weighting will be used for all teachers, note "All teachers" in the final column.
- If different weights will be used for different grades/subjects, indicate which in the final column, using "Add Row" to add additional groups.
When listing different groups of teachers, please ensure that all teachers in your LEA are covered; if necessary, add a final row to include any teachers not covered by the identified groups (e.g. "All other teachers").

Principal/Administrator [Required] *	Independent Evaluator(s) [Required] *	Peer Observer(s) [Optional] *	Group of teachers for which this weighting will apply	Delete Row (Will be Deleted on Save)
Please Select	Please Sele	Please Sele		☐
Values from 80% to 90%	*Values from 10% to 20%*	*Values from 0% to 10% and N/A*		

Add Row

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.*

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 check all of the boxes below. *

- ☐ 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 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.

If an observation type is not applicable, please check the box in the second column; do not complete the last two columns.

Type of Observation *	**Minimum Number of Observations**	**Method of Observation** *Select all that apply*
Announced Supervisor Observation (Required Subcomponent 1)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Supervisor Observation (Required Subcomponent 1)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Announced Independent Evaluator Observation (Required Subcomponent 2)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Independent Evaluator Observation (Required Subcomponent 2)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Announced Peer Observation (Optional)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Peer Observation (Optional)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable

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

- ○ Yes, all teachers receive the same number of observations of each type by the same method(s).
- ○ 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).
- ○ No, there are 3 groups of teachers who receive a different number and/or method of observation of each type (identify the first subgroup below).

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

This group will correspond to the information in the table above.

Number and Method of Observation: Subgroups 2 and 3

Subgroup 2

Please identify the second subgroup of teachers to whom the information in the table below applies. *

Please use the table below to enter the minimum number of observations and method of observation for each type listed as applicable to the second subgroup of teachers identified above.

If an observation type is not applicable, please check the box in the second column; do not complete the last two columns.

Type of Observation *	**Minimum Number of Observations**	**Method of Observation** *Select all that apply*
Announced Supervisor Observation (Required Subcomponent 1)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Supervisor Observation (Required Subcomponent 1)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Announced Independent Evaluator Observation (Required Subcomponent 2)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Independent Evaluator Observation (Required Subcomponent 2)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Announced Peer Observation (Optional)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Peer Observation (Optional)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable

Subgroup 3

Please identify the third subgroup of teachers to whom the information in the table below applies. *

Please use the table below to enter the minimum number of observations and method of observation for each type listed as applicable to the third subgroup of teachers identified above.

If an observation type is not applicable, please check the box in the second column; do not complete the last two columns.

Type of Observation *	**Minimum Number of Observations**	**Method of Observation** *Select all that apply*
Announced Supervisor Observation (Required Subcomponent 1)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Supervisor Observation (Required Subcomponent 1)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Announced Independent Evaluator Observation (Required Subcomponent 2)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable

Unannounced Independent Evaluator Observation (Required Subcomponent 2)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Announced Peer Observation (Optional)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable
Unannounced Peer Observation (Optional)		☐ In person ☐ Live virtual observation ☐ Recorded video ☐ Not applicable

Independent Evaluator Assurances

Please check each of the boxes below. *

☐ Assure that independent evaluator(s) are not employed in the same school building, as defined by BEDS code, as the teacher(s) they are evaluating.

☐ Assure that independent evaluator(s) will be trained and selected by the LEA.

Please also check each of the following boxes. *

☐ Assure that if the LEA is granted an annual Rural/Single Building District Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective; and, that in any school year for which there is an approved waiver, the second observation(s) shall be conducted by one or more evaluators selected and trained by the LEA, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator. See Section 30-3.4(c)(1)(ii)(a) of the Rules of the Board of Regents.

☐ Assure that if the LEA is granted an annual Undue Burden Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective; and, that in any school year for which there is an approved waiver and such waiver contains information that conflicts with the information provided in Task 4 of the LEA's approved Section 3012-d Educator Evaluation plan, the provisions of the approved waiver will apply. See Section 30-3.4(c)(1)(ii)(b) of the Rules of the Board of Regents.

Peer Observation Assurances

Please check each of the boxes below. *

☐ 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.

Task 5. TEACHERS: Overall Scoring

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 Observation category score will be converted into a HEDI rating based on the ranges listed in the tables below.

Student Performance
HEDI ratings must be assigned based on the point districation below.

	Overall Student Performnce Category Score and Ratings	
	Minumum	Maximum
H	18	20
E	15	17
D	13	14
I	0	12

Teacher Observation
HEDI ratings must be assignned based on locally determined ranges consistent with the contsraints listed below.

	Overall Observaation Category Score and Rating	
	Minumum	Maximum
H	3.5 to 3.75	4.00
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	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.

		Teacher Observation Category			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance Category	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D	D	I	I

Category and Overall Rating Assurances

Please check all of the boxes below. *

- ☐ 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 teacher shall be determined according to the evaluation matrix.
- ☐ Assure that a student will not be instructed, for two consecutive school years, by any two teachers of the same subject in the same LEA, each of whom received an Ineffective rating under Education Law Section 3012-d in the year immediately prior to the school year in which the student is placed in the teacher's classroom unless the LEA has a Department-approved waiver from this requirement.

Task 6. TEACHERS: Additional Requirements

Additional Requirements

For more information on the additional requirements for teachers, see NYSED Educator Evaluation Guidance.

Teacher Improvement Plans

Teacher Improvement Plan Assurances

Please check each of the boxes below. *

- ☐ Assure that the LEA will formulate and commence implementation of a Teacher Improvement Plan (TIP) for all teachers who receive an overall rating of Developing or Ineffective by October 1 following the school year for which such teacher's performance is being measured or as soon as practicable thereafter.
- ☐ Assure that TIP 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 teacher's improvement in those areas.

Teacher Improvement Plan Forms

All TIP 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 teacher's improvement in those areas.

As a required attachment to this Educator Evaluation plan, upload the TIP forms that are used in the LEA. *

Choose File No file chosen

Add Another Upload

For a list of supported file types, see the 'Educator Evaluation Instructions' to the left. Please be sure to upload a document with a form layout, with fillable spaces and not just a narrative.

Appeals

Appeals Assurances

Please read the assurances below and check each box. *

- ☐ Assure that the LEA has collectively bargained appeal procedures that are consistent with the regulations and provide for the timely and expeditious resolution of an appeal.
- ☐ Assure that an appeal shall not be filed until a teacher's receipt of their overall rating.

Appeals

Pursuant to Education Law §3012-d, a teacher may only challenge the following in an appeal to their LEA:

(1) the substance of the annual professional performance review [evaluation]; which shall include the following:
(i) in the instance of a teacher rated Ineffective on the Student Performance category, but rated Highly Effective on the Observation category based on an anomaly, as determined locally;

(2) the LEA's adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d;

(3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as required under Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents; and

(4) the LEA's issuance and/or implementation of the terms of the teacher improvement plan, as required under Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

Please use the table below to describe the appeal(s) process(es) available to teachers.

Which groups of teachers may utilize the appeals process? * *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.*	**Please select the ground(s) on which the teachers selected are permitted to appeal their overall evaluation rating.** * *Select all that apply*	**What is the maximum length of time for the teachers selected to receive a final decision from the filing of an appeal?** *
☐ Tenured teachers ☐ Probationary teachers ☐ Probationary teachers who received a rating of Developing ☐ Probationary teachers who received a rating of Ineffective ☐ Tenured teachers who received a rating of Developing ☐ Tenured teachers who received a rating of Ineffective ☐ All teachers who received a rating of Developing ☐ All teachers who received a rating of Ineffective ☐ All teachers *(Select this option ONLY if ALL teachers may appeal, including those who received a "Highly Effective" or "Effective" rating.)* ☐ Other (please specify additional groups of teachers below)	☐ The substance of the annual professional performance review [evaluation]; which shall include the following: in the instance of a teacher rated Ineffective on the Student Performance category, but rated Highly Effective on the Observation category based on an anomaly, as determined locally ☐ The LEA's adherence to the standards and methodologies required for such reviews, pursuant to Education Law Section 3012-d ☐ 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 ☐ The LEA's issuance and/or implementation of the terms of the teacher improvement plan, as required under Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents	☐ 0-30 days ☐ 1-3 months ☐ 4-6 months ☐ 7-12 months

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

Row Number	Groups of teachers not specified in the table above that may utlize the appeals process.	Delete Row (Will be Deleted on Save)
		☐

Add Row

Training

Training Assurance

Please check the box below. *

☐ 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. Evidence-based observation techniques that are grounded in research
3. Application and use of any methodology as part of an SLO and any optional second measures of student performance used by the LEA to evaluate its teachers
4. Application and use of the State-approved teacher rubric(s) selected by the LEA for use in evaluations, including training on the effective application of such rubrics to observe a teacher's practice
5. Application and use of any assessment tools that the LEA utilizes to evaluate its classroom teachers
6. Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the LEA to evaluate its teachers
7. Use of the Statewide Instructional Reporting System
8. The scoring methodology utilized by the Department and/or the LEA to evaluate a teacher under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the teacher's overall rating and their category ratings
9. Specific considerations in evaluating teachers of English language learners and students with disabilities

Training of Lead Evaluators, Evaluators, Independent Evaluators, and Peer Observers and Certification of Lead Evaluators

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

Please answer the questions below to describe the training process for all evaluators.

Evaluator Training

Please describe how training and retraining evaluators is conducted.

Check all that apply. *

☐ As a component district, training is conducted by, or in conjunction with, a BOCES
☐ As an LEA, we conduct our own training
☐ The rubric developer conducts training
☐ Other *(please provide additional information below)*

Other: In the box below, please indicate the entity responsible for evaluator training. *

Please read the assurance below and check the box. *

☐ Assure that the duration of training and retraining is sufficient to train on all 9 elements from Section 30-3.10 of the Rules of the Board of Regents (which includes, but is not limited to, training on the proper application or use of the rubric).

Initial training

Do all evaluators receive the same initial training? *

- ○ Yes, all evaluators receive the same initial training.
- ○ No, different evaluator types receive different initial training (please provide additional information below).

No: Please describe the specific training for each evaluator type (e.g., lead evaluators, impartial independent trained evaluators and any other evaluators), including the duration of the initial training and the duration of retraining. *

Approximately how many hours of initial training will new evaluators receive? *

- ○ 2-6 hours
- ○ 1-3 days
- ○ 4-6 days
- ○ More than 6 days
- ○ Answered above

(only select this option if "No..." was chosen in the above question)

Retraining

Approximately how many hours of re-training (annual, periodic, or other frequency) will evaluators receive? *

- ○ 2-6 hours
- ○ 1-3 days
- ○ 4-6 days
- ○ More than 6 days
- ○ Answered above

(only select this option if "No..." was chosen in the above question)

Certification of Lead Evaluators

How often are lead evaluators certified? *

- ○ Annually
- ○ Other (please provide additional information below)

Other: In the box below, please indicate how often lead evaluators are re-certified. *

Please identify the party responsible for the certification and re-certification of lead evaluators. *

- ○ Superintendent/District Superintendent
- ○ Board of Education
- ○ BOCES
- ○ Other (please provide additional information below)

Other: In the box below, please indicate the party responsible for the certification and re-certification of lead evaluators. *

Please check the box below. *

- ☐ If the Superintendent/District Superintendent or other party is the entity certifying evaluators, and also acts in the capacity of an evaluator, please assure that the certification process, including such self-certification, is implemented with fidelity.

Inter-rater Reliability

Inter-rater reliability refers to the extent to which independent 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. *

- ☐ Data analysis to detect disparities on the part of the evaluators
- ☐ Periodic comparisons of a lead evaluator's assessment of the same classroom teacher
- ☐ Monthly calibration meetings
- ☐ Annual calibration meetings, by BOCES, other
- ☐ Other (please provide additional information below)

Other: Other than those specified above, what elements are in place to ensure inter-rater reliability? *

Assurances

Teacher Evaluation Assurances

Please check all of the boxes below. *

- ☐ 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 that the following prohibited elements listed in Education Law Section 3012-d(6) are not being used as part of any teacher's evaluation: 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; use of professional goal-setting as evidence of teacher effectiveness; any locally-developed assessment that has not been approved by the Department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner. 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.

Assessment Assurances

Please check all of the boxes below. *

- ☐ Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.
- ☐ Assure that individuals with vested interest in the outcome of their assessments are not involved, to the extent practicable, in the scoring of those assessments.

Data Assurances

Please check all of the boxes below. *

- ☐ Assure that SED will receive accurate teacher and student data, including enrollment and attendance data, and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with regulations, in a format and timeline prescribed by the Commissioner.
- ☐ Assure that the LEA provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.
- ☐ Assure that scores for all teachers will be reported to SED for each subcomponent, as well as the overall rating, as per SED requirements.
- ☐ Assure that procedures for ensuring data accuracy and integrity are being utilized.

Task 7. PRINCIPALS: Required Student Performance

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.

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.

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 SLO, the LEA should consider:

- identifying which measures and assessments could be used to encourage partnerships or teams where there is an opportunity for a collective impact on 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 for the selected principals will be based on the growth of students 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 principals will be based on the growth of students in the group/team of principals' buildings/programs in an LEA in the current school year.

ASSESSMENTS

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

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

Assessment(s) that are selected from the list of State-approved:

- **third party assessments**; or
- **locally-developed assessments** (district-, BOCES-, or regionally-developed).

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)
- ☐ Input Model

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.

Principal Student Learning Objectives (SLOs)

Please indicate the type of SLO that will be used for principals, then choose the corresponding assessment type(s) and assessment(s).

Student performance based on a Student Learning Objective (SLO)

An individually attributed SLO measure
> *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.

A collectively attributed SLO measure
> *Collectively attributed results*: scores and ratings for the selected principals will be based on the growth of students 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 principals will be based on the growth of students in the group/team of principals' buildings/programs in an LEA in the current school year.

HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

SLO Assurances

Please check each of the boxes below. *

- ☐ Assure that for any SLO based, in part, on the New York State grade four science assessment, once the assessment is no longer administered the SLO will utilize only the remaining assessments.
- ☐ For principals evaluated using an SLO, assure that such SLO is determined locally in a manner consistent with the goal-setting process determined by the Commissioner.
- ☐ For principals evaluated using an SLO, assure that all student growth targets represent a minimum of one year of expected growth, as determined locally in a manner consistent with the Commissioner's goal-setting process. Such targets may only take the following characteristics into account: poverty, students with disabilities, English language learner status and prior academic history.
- ☐ For principals evaluated using an SLO, assure that all student growth targets shall measure the change in a student's performance between the baseline and the end of the course.
- ☐ For principals evaluated using an SLO, assure that if the principal's SLO is based on a small 'n' size population and the LEA chooses not to use the HEDI scoring bands listed above, then the principal's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in SLO Guidance.

Measures and Assessments

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

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

Building Configuration(s) for Applicable Principals * *Select all that apply*	**Measure** *	**State or Regents Assessment(s)** *Select all that apply*	**Locally-developed Course-specific Assessment(s)** *Select all that apply*	**Third Party Assessment(s)** *Select all that apply*
This column contains the following choices: ☐ All Principals And checkboxes for all possible grade configurations.	☐ Individually attributed results ☐ Collectively attributed results ☐ Collectively attributed group or team results	*This column contains a listing of all NYS Assessments – grades 3-8 ELA/math/science, Regents exams, NYSAA and NYSESLAT.*	*This column contains a listing of all LEAs with approved locally-developed course specific assessments.*	*This column contains a listing of all State-approved third party assessments.*

Add Row

Principal 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.

Input Model Assurance

Please read the assurance below and check the box. *

☐ For principals evaluated using an input model, assure that all applicable principals will be evaluated using the procedures described herein and approved by the Commissioner.

Input Model Details

Use the table below to list all applicable principals with the corresponding input model details requested.

Choose "Add Row" to include an additional group of principals with a different description.

Building Configuration(s) for Applicable Principals * *Select all that apply*	**Describe the areas of principal practice that will be evaluated using an input model.** *	**Describe how the selected areas of principal practice promote student growth.**
This column contains the following choices: ☐ All Principals And checkboxes for all possible grade configurations.		

Add Row

Use the table below to list all applicable principals with the additional corresponding input model details requested.

Choose "Add Row" to include an additional group of principals with a different description.

Applicable Principals * *Indicate the number(s) of the row(s) from the above table applicable to the details provided (select all that apply).*	**Describe the evidence of student growth and principal practice that will be collected.**	**How will data that is collected from this measure be used to provide timely and constructive feedback to principals?**
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Use the table below to list all applicable principals with the additional corresponding input model details requested.

Choose "Add Row" to include an additional group of principals with a different description.

Applicable Principals * *Indicate the number(s) of the row(s) from the above table applicable to the details provided (select all that apply).*	**Describe 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.** *Please complete the chart below to illustrate the conversion to a score from 0-20 points.* *	**Supporting Documents** *Please include any documents incorporated by reference in the description of the input po.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		Choose File No file chosen Add Another Upload

Add Row

Conversion and HEDI Ranges

Please answer the questions below related to the scoring of the input model.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

Conversion to a 20-point Score *

- ○ The chart above represents the scale used in the input model to convert to a score of 0-20.
- ○ The input model uses a different scale than the one shown above to determine a score from 0-20 (please enter the conversion scale into the chart on the following Conversion Chart page).

HEDI Ranges *

- ○ The chart above represents the ranges used to determine a principal's HEDI rating based on the described input model.
- ○ The input model uses ranges other than those shown above to determine a principal's HEDI rating (please enter the HEDI ranges into the table on the following HEDI Ranges page).

Conversion Chart

In the table below, please complete the values used to convert student results to a score from 0-20 for a principal. Be sure to include each point from 0 to 20.

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
0		
1		
2		
3		
4		

5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		

HEDI Ranges

The required student performance score (0-20) will be converted into a HEDI rating based on locally determined ratings consistent with the ranges listed. In the table below, please indicate the locally-determined scoring ranges for each of the rating categories and identify the group(s) from the input model page that correspond(s) to these ranges.

Choose 'Add Row' to list additional groups that correspond to the row from the table on the input model page.

Applicable Principals * *Indicate the number(s) of the row(s) from the above table applicable to the details provided (select all that apply).*	**Ineffective: low value** *Please enter '0'*	**Ineffective: high value**	**Developing: low value**	**Developing: high value**	**Effective: low value**	**Effective: high value**	**Highly Effective: low value**	**Highly Effective: high value** *Please enter '20'*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4								

Add Row

Use of the Optional Subcompnent 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.
- ☐ YES, the Optional subcomponent WILL be used; the weight of each subcomponent is indicated below.

Information related to the Optional subcomponent will be entered into Task 8.

Select the weight of the Required Student Performance subcomponent; the corresponding Optional Student Performance subcomponent weight is shown. *

Please Select

Options are listed from 99% required, 1% optional to 1% required, 99% optional.

Task 8. PRINCIPALS: Optional Student Performance

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 programs or buildings with the same grade configuration 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;**
- **Option (F) Four, five, or six-year high school graduation rates;**
- **Option (G) 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; 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 principal.
- ☐ YES, the Optional subcomponent WILL be used in the Student Performance category.

Optional Measure(s)

Please indicate below which type(s) of optional measures are will be used to evaluate teachers.

Select all that apply. *

- ☐ 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
- ☐ Option (F) Four, five, or six-year high school graduation rates
- ☐ Option (G) An input model where the principal's overall rating shall be determined based on evidence of principal practice that promotes student achievement related to the Leadership Standards
- ☐ A collectively bargained measure of student growth or achievement included in the LEA's evaluation plan not listed above

Assurances

Please read the assurances below and check each box. *

- ☐ Assure that scores and ratings for the Optional Student Performance subcomponent will be calculated in the manner specified in this task.
- ☐ Assure that the final Student Performance category rating for each principal will be determined using the weights and parameters specified in Subpart 30-3 of the Rules of the Board of Regents.
- ☐ Assure that all Optional Student Performance measures for a principal are different than any measures used for the Required Student Performance subcomponent.
- ☐ Assure that the same locally selected measures of student growth across all programs or buildings with the same grade configuration in the LEA will be used in a consistent manner to the extent practicable.

Applicable Principals

Please list all principals to whom the optional measure will apply.

If all principals applicable to the optional subcomponent utilize the same measure, only list principals on the first row, group 1, and select 'Group not applicable' in the first column of the remaining rows.

If different groups of principals utilize different measures for the optional subcomponent, please use a different row for each group.

Applicable Principals	Groups of Principals
This table contains Groups 1-3	*This column contains the following choices:* ☐ Group not applicable ☐ All Principals And checkboxes for all possible grade configurations.

Add Row

Optional Student Performance: Option (A) Additional SLO

This optional measure is a second SLO, provided that this SLO is different than that used in the required subcomponent.

Option (A) Assurances

Please check each of the assurances and answer the questions below related to the second SLO that will be used as the optional measure. Assessments will be selected in the next section. *

- ☐ Assure that the principal has an SLO as determined locally in a manner consistent with the goal-setting process determined by the Commissioner.
- ☐ Assure that all student growth targets represent a minimum of one year of expected growth, as determined locally in a manner consistent with the Commissioner's goal-setting process. Such targets may only take the following characteristics into account: poverty, students with disabilities, English language learner status and prior academic history.
- ☐ Assure that all student growth targets shall measure the change in a student's performance between the baseline and the end of the course.
- ☐ Assure that if a principal's SLO is based on a small 'n' size population and the LEA chooses not to use the HEDI scoring bands listed above, then the principal's 0-20 score and HEDI rating will be determined using the HEDI scoring bands specified by the Department in Educator Evaluation Guidance, as shown below..
- ☐ Assure that processes are in place for the superintendent to monitor SLOs.
- ☐ 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.
- ☐ Assure that the second SLO used for the Optional Student Performance measures is different than the SLO(s) used for the Required Student Performance subcomponent.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Option (A) Measure

Use the table below to identify the optional measure used for the second SLO; assessment(s) and description will be provided in subsequent sections.

The optional measure may be individually or collectively attributed results and may utilize State-created or -administered assessments and/or State-designed supplemental assessments.

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 options

Collectively attributed results: scores and ratings for selected principals will be based on the growth of students 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 principals will be based on the growth of students in the group/team of principals' buildings/programs in an LEA in the current school year.

Choose "Add a Row" to include an additional group of principals with a different measure.

Applicable Principals * *(select all that apply)*	**Which measure will be used as the second SLO?** *
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4	☐ Individually attributed results ☐ Collectively attributed results ☐ Collectively attributed group or team results

Add Row

Assessment(s)

Assessment(s)

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;
- Option (F) Four, five, or six-year high school graduation rates;
- Option (G) 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; or
- Any other collectively bargained measure of student growth or achievement included in the LEA's evaluation plan.

Use the table below to identify the assessment(s) to be used with the optional measure.

Choose "Add Row" to include an additional group of principals with different assessment(s).

Applicable Principals * *(select all that apply)*	**Applicable optional measure**	**State-created or -administered assessment(s)** *Select all that apply*	**State-designed supplemental assessment(s)** *Select all that apply*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4 ☐ *Assessments not applicable [only if option (F) or (G) is selected]*	☐ Option (A) Second SLO ☐ Option (B) Growth score ☐ Option (C) Measure of student growth ☐ Option (D) Performance index ☐ Option (E) Achievement benchmark ☐ *Option (F) Graduation rates (do not select assessments)* ☐ *Option (G) Input model (do not select assessments)* ☐ Other optional measure	*This column contains a listing of all approved State-designed supplemental assessments.*	*This column contains a listing of all approved State-designed supplemental assessments.*

Add Row

Optional Student Performance: Option (B) Additional Growth Score

This optional measure is a growth score based on a statistical growth model, where available, for either State-created or -administered assessments or State-designed supplemental assessments.

Option (B) Description

Please answer the questions below and upload a conversion chart to describe the growth score based on a statistical growth model based on either State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add a Row" to include an additional group of principals with a different description.

Applicable Principals * *(select all that apply)*	**How does the selected assessment measure student growth* based on a statistical growth model?** **How will you determine each student's starting level for the course?** * *Please include relevant baseline data collection information.* ** Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**How is the growth score based on a statistical growth model calculated?** **How is this translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Option (B) Conversion Chart

Please upload the chart provided by the assessment provider to demonstrate how the growth model translates to a HEDI score from 0-20.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

*

Choose File No file chosen

Add Another Upload

Optional Student Performance: Option (C) Additional Growth Measure

This optional measure is a measure of student growth, other than an SLO, based on State-created or -administered assessments or State-designed supplemental assessments.

Option (C) Details

Please answer the questions below to describe the measure of student growth (other than an SLO) based on State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add a Row" to include an additional group of principals with a different description.

Applicable Principals * *(select all that apply)*	**How does the selected assessment measure student growth*?** **How will you determine each student's starting level for the course?** * *Please include relevant baseline data collection information.* * Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**What is the expectation for student growth and how are growth targets determined? Will any demonstrated student growth toward the target contribute to the calculation of an educator's student performance measure, or only if a student meets or exceeds the growth target?** *	**How is the growth score calculated? How is this translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4			

Add Row

Option (C) Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
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Optional Student Performance: Option (D) Performance Index

This optional measure is a performance index based on State-created or -administered assessments or State-designed supplemental assessments.

Option (D) Description

Please answer the questions below to describe the performance index based on State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable Principals * *(select all that apply)*	**How does the selected performance index measure student performance?** *	**How is the performance index target determined?** *
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable Principals * *(select all that apply)*	**How does the performance index account for changes in student performance between two (or more) points in time, if measuring growth?** * ** Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**How is the performance index score calculated?** **How is this translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Option (D) Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
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Optional Student Performance: Option (E) Achievement Benchmark

This optional measure is an achievement benchmark based on State-created or -administered assessments or State-designed supplemental assessments.

Option (E) Description

Please answer the questions below to describe the achievement benchmark based on State-created or -administered assessments or State-designed supplemental assessments that will be used as the optional measure.

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable Principals * *(select all that apply)*	**What is the achievement benchmark and how is the achievement benchmark determined?** * *Please include the student-level information that is used to create the achievement benchmark.*	**Why has the LEA determined that this achievement benchmark is a rigorous yet attainable achievement target for the student population included in the measure?** *	**How is the achievement benchmark translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4			

Add Row

Option (E) Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
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Optional Student Performance: Option (F) Graduation Rates

This optional measure utilizes four, five, or six-year high school graduation rates.

Option (F) Description

Please answer the questions below to describe the growth score based on four, five, or six-year high school graduation rates that will be used as the optional measure.

Choose "Add a Row" to include an additional group of principals with a different description.

Applicable Principals * *(select all that apply)*	**Please identify the graduation rate(s) that will be used (i.e., four, five, or six year rate).** *	**What is the expectation for the graduation rate(s) in your LEA over time?** **Will educators be evaluated based on a graduation rate benchmark or progress in improving graduation rates?***	**How is the graduation rate translated to a 0-20 score and HEDI rating?** * *If applicable, the conversion chart will be completed in the next question.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4			

Add Row

Option (F) Scoring

If applicable, please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
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Optional Student Performance: Option (G) Input Model

This optional measure is 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.

Option (G) Description

Please provide information below to describe how student performance will be determined based on evidence of principal practice that promotes student growth related to the Leadership Standards.

Choose "Add a Row" to include an additional group of principals with a different description.

Applicable Principals * *(select all that apply)*	**Describe the areas of principal practice that will be evaluated using an input model.** *	**Describe how the selected areas of principal practice promote student growth.** *
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable Principals * *(select all that apply)*	**Describe the evidence of student growth and principal practice that will be collected.** *	**Describe how the LEA will use the evidence to differentiate effectiveness resulting in a score from 0 to 20 and ratings of Highly Effective, Effective, Developing, or Ineffective.** * *The conversion chart will be uploaded in the next question.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Option (G) Scoring

If applicable, please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
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Optional Student Performance: Other Optional Measure

This optional measure is any other collectively bargained measure of student growth or achievement.

Other Optional Measure Description

Please answer the questions below to describe the collectively bargained measure of student growth or achievement that will be used as the optional measure.

Choose "Add a Row" to include an additional group of principals with a different description.

Applicable Principals * *(select all that apply)*	**Please identify the locally selected measure that will be used to measure student growth* or achievement.** * ** Student growth is defined as the change in student performance for an individual student between two or more points in time.*	**How does the selected assessment measure student achievement?** **If measuring growth, how does the assessment measure student achievement between two or more points in time and how will you determine each student's starting level for the course?** * *Please include relevant baseline data collection information.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Choose "Add Row" to include an additional group of teachers with a different description.

Applicable Principals * *(select all that apply)*	**What is the expectation for student growth/achievement and how are targets determined?** **Will any demonstrated student growth/achievement toward the target contribute to the calculation of an educator's student performance measure, or only if a student meets or exceeds the growth/achievement target?** *	**How are student level results used to determine a principal's score?** **How is this translated to a 0-20 score and HEDI rating?** * *The conversion chart will be uploaded in the next question.*
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4		

Add Row

Other Optional Measure Scoring

Please complete the conversion chart below to demonstrate how a score from 0 to 20 will be derived.

Scores from 0 to 20 should be converted to an Optional Student Performance subcomponent rating using the ranges below.

Highly Effective			Effective			Developing		Ineffective											
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0

Be sure to include each point from 0 to 20.

Point	Minimum	Maximum
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Student Population and Principal Feedback

Please provide additional details on the optional measure by answering the questions below.

Choose "Add Row" to include an additional group of principals with a different description.

Applicable Principals * *(select all that apply)*	**Applicable optional measure**	**What is the student population that will be included in the measure?** * *E.g., all students who take the selected assessment in a school year; English language learners; etc.*	**How will data that is collected from this measure be used to provide timely and constructive feedback to principals?** *
☐ Applicable principals group row 1 ☐ Applicable principals group row 2 ☐ Applicable principals group row 3 ☐ Applicable principals group row 4	☐ Option (A) Second SLO ☐ Option (B) Growth score ☐ Option (C) Measure of student growth ☐ Option (D) Performance index ☐ Option (E) Achievement benchmark ☐ Option (F) Graduation rates ☐ Option (G) Input model ☐ Other optional measure		

Add Row

Task 9. TEACHERS: School Visits

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.

If your LEA is using an additional rubric(s), use the "Add Row" button. Any LEA may use multiple rubrics, as long as the same rubric is used for all principals in the same or similar programs or grade configurations across the LEA.

If your LEA has been granted a rubric variance by NYSED through the rubric RFQ process, select "LEA Rubric Variance" from the menu.

Rubric Name *	**If more than one rubric is utilized, please indicate the group(s) of principals each rubric applies to.**
☐ Marshall's Principal Evaluation Rubric ☐ Marshall's Principal Evaluation Rubric (2012 Revised Edition with 2013 Updates) ☐ Marzano School Leadership Evaluation Model (2013) ☐ Marzano's School Administrator Evaluation Rubric ☐ McREL Principal Evaluation System ☐ Multidimensional Principal Performance Rubric ☐ The New York LoTi Principal Practice Rubric ☐ The Reeves Leadership Performance Matrix ☐ Thoughtful Classroom Principal Evaluation Framework ☐ Vanderbuilt Assessment of Leadership in Education (VAL-ED) ☐ LEA Rubric Variance	

Add Row

Please check each of the boxes below. *

☐ 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.*

Use the following section to describe the process for rating and scoring the selected practice rubric consistent with the Department's regulations.

Please check each of the boxes below. *

- ☐ Assure that the designation of components of the selected practice rubric as observable is locally negotiated.
- ☐ Assure that all components of the selected practice rubric designated as observable are assessed at least once, and that each of the ISLLC 2008 Leadership Standards is covered, across the total number of annual school visits.
- ☐ Assure that a component designated as ineffective is rated one (1), a component designated as developing is rated two (2), a component designated as effective is rated three (3), and a component designated as highly effective is rated four (4).
- ☐ Assure that the process for assigning scores and/or ratings for each principal school visit is consistent with locally determined processes, including practice rubric component weighting consistent with the description in this plan.

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

- ○ Subcomponent level (each observable subcomponent receives a rating)
- ○ Domain level (holistic rating of domain)
- ○ Holistic rating of the entire rubric
- ○ Other (please provide more information below)

If more than one rubric is selected and different processes exist, please choose other and describe both below.

Other: In the box below, please provide additional details on the level at which the observable components of the selected rubric are rated. *

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

- ○ Each component is weighted equally and averaged
- ○ Observable components are combined in some other manner (please provide more information below)

e.g., domains 2 and 3 are weighted as 40% each, and Domains 1 and 4 are weighted as 10% each.

If more than one rubric is selected and different processes exist, please choose other and describe both below.

Other: If more than one rubric is selected and different processes exist, please choose 'Observable components are combined in some other manner' and describe the process applicable to each rubric below. *

Scoring the School Visit Category

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

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

- Two school visits by the superintendent with one early in the school year to discuss organizational goals and areas for progress weighted at 40% and one late in the school year to present evidence aligned to goals and areas for progress weighted at 60%
- Several school visits by the principal with one holistic score for each component of the rubric based on evidence collected and observed over the course of the school year.

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

- ○ Multiple school visits of the same type are weighted equally
- ○ Multiple school visits of the same type are weighted in some other manner (please provide more information below)

If more than one rubric is selected and different processes exist, please choose other and describe both below.

Other: In the box below, please describe how multiple school visits of the same school visit type will be weighted. *

Please check each of the boxes below. *

- ☐ Assure that each set of school visits (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 school visit score will be converted into a HEDI rating using the ranges indicated below.
- ☐ Assure that once all school visits are complete, the different types of school visits will be combined using a weighted average consistent with the weights specified in the next section, producing an overall School Visit category score between 0 and 4. In the event that a principal earns a score of 1 on all rated components of the practice rubric across all school visits, a score of 0 will be assigned.

Principal School Visit Scoring Bands

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

	Overall School Visit Category Score and Rating	
	Minimum	Maximum
H	3.5 to 3.75	4.0
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	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:	Please Select	Please Select

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:	Please Select	Please Select

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:	Please Select	Please Select

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:	Please Select	Please Select

Principal School Visits

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)
- No more than 10% of the Principal School Visit category score when selected

Please be sure the total of the weights indicated equals 100%.

** The process selected for conducting school visits, 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.*

Please indicate the weight of each school visit type and be sure the total of the weights indicated equals 100%.

- If the Peer School Visit subcomponent will not be used, select "N/A" in the Peer School Visit(s) column.
- If the indicated weighting will be used for all principals, note "All principals" in the final column.
- If different weights will be used for different building configurations, indicate which in the final column, using "Add Row" to add additional groups. *When listing different groups of principals, please ensure that all principals in your LEA are covered; if necessary, add a final row to include any principals not covered specifically (e.g. "All other principals").*

Supervisor/Administrator [Required] *	Independent Evaluator(s) [Required] *	Peer School Visit(s) [Optional] *	Group of principals for which this weighting will apply	Delete Row (Will be Deleted on Save)
Please Select *Values from 80% to 90%*	Please Select *Values from 10% to 20%*	Please Select *Values from 0% to 10% and N/A*		☐
Add Row				

Principal School Visits

The principal school visit category is made up of two (2) required and one (1) optional subcomponents.

- The frequency and duration of school visits are locally determined.
- School visits may not occur by live or recorded video.
- LEAs may locally determine whether to use more than one school visit by any of the required observers.
  - Nothing shall be construed to limit the discretion of administrators to conduct school visits in addition to those required by this section for non-evaluative purposes.

Required Subcomponents

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

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

- **At least one school visit must be conducted by the superintendent or other trained administrator.**

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

- **At least one school visits 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 principal being evaluated. This could include other administrators, department chairs, or peers, so long as they are not from the same building (defined as same BEDS code) as the principal being evaluated.

** The process selected for conducting school visits, 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.*

Optional Subcomponent: School Visits by Trained Peer Principal(s)

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

School Visit Assurances

Please check all of the boxes below. *

- ☐ Assure that the following elements will not be used in calculating a principal's school visit category score and rating: evidence of student development and performance derived from lesson plans, other artifacts of principal 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 principal 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 school visits for principals will be conducted pursuant to the locally-determined durations.
- ☐ Assure that at least one of the required school visits will be unannounced.
- ☐ Assure that school visits will not be conducted via video.

Number of School Visits

- At least one of the required school visits must be unannounced (across both required subcomponents).
- Required Subcomponent 1: At least one school visit must be conducted by the superintendent or other trained administrator (supervisor).
- Required Subcomponent 2: At least one school visit must be conducted by an impartial independent trained evaluator (independent evaluator).
- Optional Subcomponent: If selected, at least one school visit must be conducted by a trained peer principal (peer principal).

Please use the table below to enter the minimum number of school visits for each type listed.

If a school visit type is not applicable, please check the box in the second column; do not complete the third column.

Type of School Visit *	Minimum Number of School Visits *
Announced Supervisor School Visits (Required Subcomponent 1)	
Unannounced Supervisor School Visits (Required Subcomponent 1)	
Announced Independent Evaluator School Visits (Required Subcomponent 2)	
Unannounced Independent Evaluator School Visits (Required Subcomponent 2)	
Announced Peer School Visits (Optional)	
Unannounced Peer School Visits (Optional)	

Does the information in the table above apply to all principals? *

- ○ Yes, all principals receive the same number of school visits of each type.
- ○ No, there are 2 groups of principals who receive a different number of school visits of each type (e.g., tenured principals and probationary principals; identify the first subgroup below).
- ○ No, there are 3 groups of principals who receive a different number of school visits of each type (identify the first subgroup below).

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

This group will correspond to the information in the table above.

Number of School Visits: Subgroups 2 and 3

Subgroup 2

Please identify the second subgroup of principals to whom the information in the table below applies. *

Please use the table below to enter the minimum number of school visits for each type listed as applicable to the second subgroup of principals identified above.

If a school visit type is not applicable, please check the box in the second column; do not complete the third column.

Type of School Visit *	Minimum Number of School Visits *
Announced Supervisor School Visits (Required Subcomponent 1)	
Unannounced Supervisor School Visits (Required Subcomponent 1)	
Announced Independent Evaluator School Visits (Required Subcomponent 2)	

Unannounced Independent Evaluator School Visits (Required Subcomponent 2)	
Announced Peer School Visits (Optional)	
Unannounced Peer School Visits (Optional)	

Subgroup 3

Please identify the third subgroup of principals to whom the information in the table below applies. *

Please use the table below to enter the minimum number of school visits for each type listed as applicable to the third subgroup of principals identified above.

If a school visit type is not applicable, please check the box in the second column; do not complete the third column.

Type of School Visit *	**Minimum Number of School Visits** *
Announced Supervisor School Visits (Required Subcomponent 1)	
Unannounced Supervisor School Visits (Required Subcomponent 1)	
Announced Independent Evaluator School Visits (Required Subcomponent 2)	
Unannounced Independent Evaluator School Visits (Required Subcomponent 2)	
Announced Peer School Visits (Optional)	
Unannounced Peer School Visits (Optional)	

Independent Evaluator Assurances

Please check each of the boxes below. *

- ☐ Assure that independent evaluator(s) are not employed in the same school building, as defined by BEDS code, as the principal(s) they are evaluating.
- ☐ Assure that independent evaluator(s) will be trained and selected by the LEA.

Please also check each of the following boxes. *

- ☐ Assure that if the LEA is granted an annual Rural/Single Building District Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective; and, that in any school year for which there is an approved waiver, the second school visit(s) shall be conducted by one or more evaluators selected and trained by the LEA, who are different than the evaluator(s) who conducted the school visit(s) required to be performed by the Superintendent/supervisor or his/her designee. See Section 30-3.5(c)(1)(ii)(a) of the Rules of the Board of Regents.
- ☐ Assure that if the LEA is granted an annual Undue Burden Independent Evaluator Hardship Waiver by the Department, the terms of such waiver shall apply for the school year during which the waiver is effective and, that in any school year for which there is an approved waiver and such waiver contains information that conflicts with the information provided in Task 9 of the LEA's approved Section 3012-d Educator Evaluation plan, the provisions of the approved waiver will apply. See Section 30-3.5(c)(1)(ii)(b) of the Rules of the Board of Regents.

Peer School Visit Assurances

Please check each of the boxes below. *

- ☐ 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.

Task 10. PRINCIPALS: Overall Scoring

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.

Student Performance
HEDI ratings must be assigned based on the point districation below.

	Overall Student Performnce Category Score and Ratings	
	Minumum	Maximum
H	18	20
E	15	17
D	13	14
I	0	12

Principal School Visits
HEDI ratings must be assignned based on locally determined ranges consistent with the contsraints listed below.

	Overall School Visit Category Score and Rating	
	Minumum	Maximum
H	3.5 to 3.75	4.00
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	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.

		Principal School Visit Category			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance Category	Highly Effective (H)	H	H	E	D
	Effective (E)	H	E	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D	D	I	I

Category and Overall Rating Assurances

Please check all of the boxes below. *

- ☐ 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.

Task 11. PRINCIPALS: Additional Requirements

Additional Requirements

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

Principal Improvement Plans

Principal Improvement Plan Assurances

Please check each of the boxes below. *

- ☐ 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. *

Choose File No file chosen

Add Another Upload

For a list of supported file types, see the 'Educator Evaluation Instructions' to the left. Please be sure to upload a document with a form layout, with fillable spaces and not just a narrative.

Appeals

Appeals Assurances

Please check the box below. *

- ☐ Assure that the LEA has collectively bargained appeal procedures that are consistent with the regulations and provide for the timely and expeditious resolution of an appeal.
- ☐ Assure that an appeal shall not be filed until a principal's receipt of their overall rating.

Appeals

Pursuant to Education Law §3012-d, a principal may only challenge the following in an appeal to their LEA:

(1) the substance of the annual professional performance review [evaluation]; which shall include the following:
(i) in the instance of a principal rated Ineffective on the student performance category, but rated Highly Effective on the school visit category based on an anomaly, as determined locally;

(2) the LEA's adherence to the standards and methodologies required for such reviews, pursuant to Education Law §3012-d;

(3) the adherence to the regulations of the Commissioner and compliance with any applicable locally negotiated procedures, as required under Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents; and

(4) the LEA's issuance and/or implementation of the terms of the principal improvement plan, as required under Education Law §3012-d and Subpart 30-3 of the Rules of the Board of Regents.

Please use the table below to describe the appeal(s) process(es) available to principals.

Which groups of principals may utilize the appeals process? * *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.*	**Please select the ground(s) on which the principals selected are permitted to appeal their overall evaluation rating.** * *Select all that apply*	**What is the maximum length of time for the principals selected to receive a final decision from the filing of an appeal?** *
☐ Tenured principals ☐ Probationary principals ☐ Probationary principals who received a rating of Developing ☐ Probationary principals who received a rating of Ineffective ☐ Tenured principals who received a rating of Developing ☐ Tenured principals who received a rating of Ineffective ☐ All principals who received a rating of Developing ☐ All principals who received a rating of Ineffective ☐ All principals *(Select this option ONLY if ALL principals may appeal, including those who received a "Highly Effective" or "Effective" rating.)* ☐ Other (please specify additional groups of principals below)	☐ The substance of the annual professional performance review [evaluation]; which shall include the following: in the instance of a principal rated Ineffective on the Student Performance category, but rated Highly Effective on the Observation category based on an anomaly, as determined locally ☐ The LEA's adherence to the standards and methodologies required for such reviews, pursuant to Education Law Section 3012-d ☐ 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 ☐ The LEA's issuance and/or implementation of the terms of the teacher improvement plan, as required under Education Law Section 3012-d and Subpart 30-3 of the Rules of the Board of Regents	☐ 0-30 days ☐ 1-3 months ☐ 4-6 months ☐ 7-12 months

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	Groups of principals not specified in the table above that may utilize the appeals process.	Delete Row (Will be Deleted on Save)
		☐

Add Row

Training

Training Assurance

Please check the box below. *

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

1. The Leadership Standards and their related functions, as applicable
2. Evidence-based observation techniques that are grounded in research
3. Application and use of any methodology as part of an SLO and any optional second measures of student performance used by the LEA to evaluate its principals
4. Application and use of the State-approved principal rubric(s) selected by the LEA for use in evaluations, including training on the effective application of such rubrics to observe a principal's practice
5. Application and use of any assessment tools that the LEA utilizes to evaluate its building principals
6. Application and use of any locally selected measures of student growth used in the Optional subcomponent of the Student Performance category used by the LEA to evaluate its principals
7. Use of the Statewide Instructional Reporting System
8. The scoring methodology utilized by the Department and/or the LEA to evaluate a principal under this Subpart, including the weightings of each subcomponent within a category; how overall scores/ratings are generated for each subcomponent and category and application and use of the evaluation matrix(es) prescribed by the Commissioner for the four designated rating categories used for the principal's overall rating and their category ratings
9. Specific considerations in evaluating principals of English language learners and students with disabilities

Training of Lead Evaluators, Evaluators, Independent Evaluators, and Peer Principals and Certification of Lead Evaluators

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

Please answer the questions below to describe the training process for all evaluators.

Evaluator Training

Please describe how training and retraining evaluators is conducted.

Check all that apply. *

☐ As a component district, training is conducted by, or in conjunction with, a BOCES
☐ As an LEA, we conduct our own training
☐ The rubric developer conducts training
☐ Other *(please provide additional information below)*

Other: In the box below, please indicate the entity responsible for evaluator training. *

Please read the assurance below and check the box. *

☐ Assure that the duration of training and retraining is sufficient to train on all 9 elements from Section 30-3.10 of the Rules of the Board of Regents (which includes, but is not limited to, training on the proper application or use of the rubric).

Initial training

Do all evaluators receive the same initial training? *

- ○ Yes, all evaluators receive the same initial training.
- ○ No, different evaluator types receive different initial training (please provide additional information below).

No: Please describe the specific training for each evaluator type (e.g., lead evaluators, impartial independent trained evaluators and any other evaluators), including the duration of the initial training and the duration of retraining. *

Approximately how many hours of initial training will new evaluators receive? *

- ○ 2-6 hours
- ○ 1-3 days
- ○ 4-6 days
- ○ More than 6 days
- ○ Answered above

(only select this option if "No..." was chosen in the above question)

Retraining

Approximately how many hours of re-training (annual, periodic, or other frequency) will evaluators receive? *

- ○ 2-6 hours
- ○ 1-3 days
- ○ 4-6 days
- ○ More than 6 days
- ○ Answered above

(only select this option if "No..." was chosen in the above question)

Certification of Lead Evaluators

How often are lead evaluators certified? *

- ○ Annually
- ○ Other (please provide additional information below)

Other: In the box below, please indicate how often lead evaluators are re-certified. *

Please identify the party responsible for the certification and re-certification of lead evaluators. *

- ○ Superintendent/District Superintendent
- ○ Board of Education
- ○ BOCES
- ○ Other (please provide additional information below)

Other: In the box below, please indicate the party responsible for the certification and re-certification of lead evaluators. *

Please check the box below. *

- ☐ If the Superintendent/District Superintendent or other party is the entity certifying evaluators, and also acts in the capacity of an evaluator, please assure that the certification process, including such self-certification, is implemented with fidelity.

Inter-rater Reliability

Inter-rater reliability refers to the extent to which independent 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 school visit 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 school visits 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. *

- ☐ Data analysis to detect disparities on the part of the evaluators
- ☐ Periodic comparisons of a lead evaluator's assessment of the same building principal
- ☐ Monthly calibration meetings
- ☐ Annual calibration meetings, by BOCES, other
- ☐ Other (please provide additional information below)

Other: Other than those specified above, what elements are in place to ensure inter-rater reliability? *

Assurances

Principal Evaluation Assurances

Please check all of the boxes below. *

- ☐ Assure that the LEA shall compute and provide to the principal their score and rating for the Student Performance category, if available, and for the Principal School Visit category for the principal's evaluation in writing, no later than the last school day of the school year for which the principal is being measured, but in no case later than September 1 of the school year next following the school year for which the principal's performance is being measured.
- ☐ Assure that the evaluation system will be used as a significant factor for employment decisions.
- ☐ Assure that principals will receive timely and constructive feedback as part of the evaluation process.
- ☐ Assure that the following prohibited elements listed in Education Law Section 3012-d(6) are not being used as part of any principal's evaluation: evidence of student development and performance derived from lesson plans, other artifacts of principal 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; use of professional goal-setting as evidence of principal effectiveness; any locally-developed assessment that has not been approved by the department; and any growth or achievement target that does not meet the minimum standards as set forth in regulations of the Commissioner. 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.

Assessment Assurances

Please check all of the boxes below. *

- ☐ Assure that the amount of time devoted to traditional standardized assessments that are not specifically required by state or federal law for each classroom or program within a grade level does not exceed, in the aggregate, one percent of the minimum required annual instructional hours for the grade.
- ☐ Assure that individuals with vested interest in the outcome of their assessments are not involved, to the extent practicable, in the scoring of those assessments.

Data Assurances

Please check all of the boxes below. *

- ☐ Assure that SED will receive accurate teacher and student data, including enrollment and attendance data, and any other student, teacher, school, course, and teacher/student linkage data necessary to comply with regulations, in a format and timeline prescribed by the Commissioner.
- ☐ Assure that the LEA provides an opportunity for every classroom teacher to verify the subjects and/or student rosters assigned to them.
- ☐ Assure that scores for all principals will be reported to SED for each subcomponent, as well as the overall rating, as per SED requirements.
- ☐ Assure that procedures for ensuring data accuracy and integrity are being utilized.

Task 12. Joint Certification of Evaluation Plan

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.

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. *

Choose File No file chosen

Add Another Upload

File types supported for uploads:
- PDF (preferred)
- Microsoft Office (Word, PowerPoint, Excel)
- Images (.jpg, .gif)
- Other Formats (.html, .xhtml, .txt, .rtf)

Supplemental Information: Teacher Evaluation

Teacher Evaluation Details

The details provided on this page are for informational purposes only and will not be published with the approved Educator Evaluation plan on NYSED's website.

Drafting Responses

The purpose of this form is to obtain detailed information specific to your LEA's Educator Evaluation Plan. It should be completed by the person(s) at your LEA primarily responsible for, or most familiar with, the implementation of your evaluation plan.

Teacher SLO Development

In the following questions, you will be asked to describe the local processes in place to review baseline data and determine what one year's expected growth will be for each student covered by the SLO.
For each group of teachers included in Task 2, please answer the questions below to describe your SLO process.

(1) Please describe the role that teachers and administrators play in the SLO development process for teachers.
Select all that apply. *

- ☐ Administrators develop teacher SLOs.
- ☐ Teachers and administrators collaboratively develop SLOs.
  Optional: Please describe the nature of your collaborative process in the box below (e.g., frequency/types of meetings, etc.).
- ☐ Teachers collaboratively develop their SLOs with colleagues, with feedback and input from administrators.
  Optional: Please describe the nature of your collaborative process in the box below (e.g., frequency/types of meetings, etc.).
- ☐ Teachers develop their own SLOs that are reviewed/approved according to locally-developed processes.
- ☐ Other
  Please provide additional information in the box below.

Optional, as applicable: Please describe the nature of the collaborative process between teachers and administrators (e.g., frequency/types of meetings, etc.).
Optional, as applicable: Please describe the nature of the collaborative process between teachers and colleagues (e.g., frequency/types of meetings, etc.).
Other: Please describe the role that teachers and administrators play in the SLO development process through a relationship not identified above. *

(2) Please use the table below to describe the baseline data used as a starting point for measuring student growth. Be sure to include all types of baseline data used for teachers' SLOs. Please note that regulations require a review of at least some baseline data from the current students in an SLO.

Choose "Add a Row" to include additional groups of teachers with different targets.

Group of Teachers *	**Baseline Data** * *Select all that apply*	**If 'Other' was selected in the previous column, please describe additional baseline data below.**
	☐ Formative assessment data *(e.g., classwork during the first month(s) of school; student self- assessment data)* ☐ Pre-assessment data ☐ Generalized historical data *(e.g., graduation rates; long-term Regents or State assessment results)* ☐ Historical data from individual students in the SLO *(e.g., qualitative and quantitative information from previous year's teachers, including, but not limited to, assessment data)* ☐ Local trend data *(e.g., change in percentage of students scoring at a particular performance level over time)* ☐ Other (provide additional information in the next column)	

Add Row

(3) Please use the table below to describe the annual student growth targets used to reflect one year's expected growth. Be sure to include all types of targets used for teachers' SLOs.

Choose "Add a Row" to include additional groups of teachers with different targets.

Group of Teachers *	**Targets** * *Select all that apply*	**If 'Other' was selected in the previous column, please describe additional baseline data below.**
	☐ Differentiated (each student has their own growth target) ☐ Tiered (students within certain baseline data tiers have correlated targets ☐ Targeted (sub-group[s] of students are the focus of the SLO goal) ☐ Whole class growth (all students have the same growth target that reflects minimum rigor) ☐ Other (provide additional information in the next column)	

Add Row

(4) How do you ensure your SLO targets are rigorous?

Select all that apply. *

- ☐ We have defined levels of proficiency and mastery for each student performance measure.
- ☐ We provide teachers with the necessary data relative to the knowledge and skills students will need to be successful in their current grade/course.
- ☐ Analysis of baseline data includes consideration of instructional strategies and areas of support needed to ensure the success of each student.
- ☐ For students entering below grade-level expectations, targets will be set to narrow or close achievement gaps.
- ☐ For students entering at grade-level expectations, targets will be set to ensure progress will be made to prepare students for the next level of instruction.
- ☐ For students entering above grade-level expectations, targets will be set to challenge students so that they continue to grow academically.
- ☐ Other (please provide additional information in the box below)

Other: Please describe the process for ensuring the rigor of SLO targets in a manner not listed above. *

(5) In your LEA, is there an opportunity to review student data and revise growth targets if needed? *

- ☐ After reviewing new student data, teachers can revise growth targets.

Please describe what this process entails.

- ☐ Growth targets are not revised once set.

Please describe the process for revising growth targets.

The response should include types of data used, when adjustments can be made, who can make adjustments, and who reviews adjustments when made.

Select all that apply and use the text box below if needed to include all requested information. *

- ☐ Teachers are responsible for the review of new student data and can request student growth target adjustments.
- ☐ Administrators are responsible for the review of new student data and can amend student growth targets.
- ☐ New student data is reviewed collaboratively and student growth targets may be adjusted accordingly.
- ☐ Other (please provide more information below)

Other: Please use the box below to describe the process for teachers to revise growth targets not listed and/or to expand upon any of the selected options. *

Teacher SLO Progress Monitoring

In the following questions, you will be asked to describe the local processes in place to monitor student progress toward the goals outlined in the SLO, including how student progress towards these goals impacts instructional decisions.
For each group of teachers included in Task 2, please answer the questions below to describe your SLO process.

(6) In your LEA, how is SLO progress monitored?
Select all that apply. *

- ☐ Regular check-in meetings between teacher and administrator (e.g., weekly, monthly meetings)
- ☐ Regular collaborative sessions with colleagues (e.g., grade/subject meetings, etc.)
- ☐ Mid-way point check-in
- ☐ During post-observation conferences
- ☐ SLO progress monitoring happens at the classroom level, and varies from teacher to teacher
- ☐ We do not currently have a formalized SLO progress monitoring system in place
- ☐ Other (please provide additional information in the box below)

Other: Please describe how SLO progress is monitored through a process not listed above. *

(7) In your LEA, how are SLOs used to inform and support instruction?
Select all that apply. *

- ☐ SLOs are analyzed at the teacher/classroom level to inform instruction
- ☐ SLOs are analyzed at the grade/course/subject level for curricular input
- ☐ SLOs are analyzed at an administrator level for purposes of identifying areas of support, coaching, and/or professional learning offerings
- ☐ We do not currently use SLOs to inform and support instruction
- ☐ Other (please provide additional information in the box below)

Other: Please describe how SLOs are used to inform and support instruction through a process not listed above. *

Teacher SLO Goal Evaluation, Reflection, and Impact

In the following questions, you will be asked to describe the local processes in place for teachers to reflect on their practice in relation to the student growth goal setting process.
For each group of teachers included in Task 2, please answer the questions below to describe your SLO process.

(8) At the end of the school year/interval of instruction, how do teachers reflect on student growth and instructional practices and plan for subsequent school years?
Select all that apply. *

- ☐ Teachers engage in self-reflection.
  Please describe the self-reflection process.
- ☐ Teachers review data from assessments administered during the school year along with summative assessment results.
- ☐ Teachers use student baseline data to refine growth expectations for students.
- ☐ Teachers are provided with analyses of whether students met growth targets.
- ☐ Teachers are provided with other types of data.
  Please provide additional information in the box below.
- ☐ Teachers are provided with summer curriculum development opportunities.
- ☐ Our LEA does not currently have a formal reflection process for teacher SLOs in place.
- ☐ Other
  Please provide additional information in the box below.

As applicable: Please select all that apply to the self-reflection process used by teachers to consider student growth and instructional practice to plan for subsequent school years. *

- ☐ The self-reflection process uses specified forms
- ☐ The self-reflection process is informal
- ☐ The self-reflection process is part of the evaluation process
- ☐ The self-reflection process has timelines for completion
- ☐ The self-reflection process includes meetings with supervisors
- ☐ Other (please provide additional information in the box below)

Other: Please use the box below to describe the self-reflection process used by teachers to consider student growth and instructional practice to plan for subsequent school years not listed and/or to expand upon any of the selected options. *

As applicable (other types of data): Please describe the type(s) of data provided to teachers that are not listed above. *

Other: Please describe how teachers reflect on student growth and instructional practices and plan for subsequent school years in a manner not listed above. *

(9) Please select the formal and informal processes available in your LEA for teachers and evaluators to discuss their instructional practices and/or observations then provide additional details on each selection.

Select all that apply. *

- ☐ Pre-observation conferences
- ☐ Post-observation conferences
- ☐ Self-reflections
- ☐ Written feedback
- ☐ Professional learning communities (PLCs)
- ☐ Instructional meetings
- ☐ Other meetings to provide feedback

(e.g., departmental strategy meetings, grade-level planning meetings, etc.)

- ☐ Other

Please provide additional information in the box below.

Other: Please describe the formal and informal processes available in your LEA for teachers and evaluators to discuss their instructional practices and/or observations not listed above. *

Teacher Observations

Please answer the questions below to provide additional details on the observation processes included in Task 4.

(10) In the following questions, you will be asked to describe how your LEA uses the results from teacher observations to inform professional learning opportunities that are made available to teachers.

a. Professional learning opportunities are decided based on the following:

Select all that apply. *

- ☐ Observational data from individual observations
- ☐ Collection and analysis of both short- and long-term aggregate data

Optional: Please provide additional information in the box below.

- ☐ Feedback or requests made by teachers
- ☐ Teacher surveys
- ☐ Other

Please provide additional information in the box below.

Optional, as applicable: Please provide examples of the data used to determine professional learning opportunities.

Other: Please describe how professional learning opportunities are decided through a process not listed above. *

b. How frequently are meetings conducted by administrators and/or teachers to discuss data from evaluations and identify areas in need of professional learning for teachers? *

- ○ Monthly
- ○ Several times a year
- ○ Annually
- ○ Other (please provide additional information in the box below)

Other: Please describe the frequency of meetings to plan professional learning opportunities on a schedule not listed above. *

(11) How does your LEA review the evidence collected and rubric ratings as part of the observation process for quality and accuracy?
Select all that apply. *

- ☐ Monthly administrative meetings to analyze accuracy of the evaluator's judgement based on evidence collected
- ☐ Annual administrative meetings to analyze accuracy of the evaluator's judgement based on evidence collected
- ☐ Monthly training on the rubric based on data analysis
- ☐ Annual training on the rubric based on data analysis
- ☐ Currently, our LEA does not have a formal process to review the accuracy of evidence collected by individual evaluators
- ☐ Other (please provide additional information in the box below)

Other: Please describe how evidence and rubric ratings are reviewed for quality and accuracy through a process not listed above. *

Supplemental Information: Principal Evaluation - SLOs

Prinicpal Evaluation Details - SLOs

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Drafting Responses

The purpose of this form is to obtain detailed information specific to your LEA's Educator Evaluation Plan. It should be completed by the person(s) at your LEA primarily responsible for, or most familiar with, the implementation of your evaluation plan.

Principal SLO Development

In the following questions, you will be asked to describe the local processes in place to review baseline data and determine what one year's expected growth will be for each student covered by the SLO.
For each group of principals included in Task 7 with an SLO, please answer the questions below to describe your SLO process.

(S1) Please describe the role that principals and administrators play in the SLO development process for principals.
Select all that apply. *

- ☐ Administrators develop principal SLOs.
- ☐ Principals and administrators collaboratively develop SLOs.
  Optional: Please describe the nature of your collaborative process in the box below (e.g., frequency/types of meetings, etc.).
- ☐ Principals develop their own SLOs that are reviewed/approved according to locally-developed processes.
- ☐ Other
  Please provide additional information in the box below.

Optional, as applicable: Please describe the nature of the collaborative process between principals and administrators (e.g., frequency/types of meetings, etc.).

Other: Please describe the role that principals and administrators play in the SLO development process through a relationship not identified above. *

(S2) Please use the table below to describe the baseline data used as a starting point for measuring student growth. Be sure to include all types of baseline data used for principals' SLOs in the applicable 'baseline data' columns provided below. Please note that regulations require a review of at least some baseline data from the current students in an SLO.

Choose "Add a Row" to include additional groups of principals with different targets.

Group of Principals *	**Baseline Data Reviewed by the Principal Only** * *Select all that apply*	**Baseline Data Reviewed by the Principal in Conjunction with Relevant Educators** * *Select all that apply*	**If 'Other' was selected in the previous column, please describe additional baseline data below.**
	☐ Formative assessment data *(e.g., classwork during the first month(s) of school; student self-assessment data)* ☐ Pre-assessment data ☐ Generalized historical data *(e.g., graduation rates; long-term Regents or State assessment results)* ☐ Historical data from individual students in the SLO *(e.g., qualitative and quantitative information from previous year's teachers, including, but not limited to, assessment data)* ☐ Local trend data *(e.g., change in percentage of students scoring at a particular performance level over time)* ☐ Other (provide additional information in the next column)	☐ Formative assessment data *(e.g., classwork during the first month(s) of school; student self-assessment data)* ☐ Pre-assessment data ☐ Generalized historical data *(e.g., graduation rates; long-term Regents or State assessment results)* ☐ Historical data from individual students in the SLO *(e.g., qualitative and quantitative information from previous year's teachers, including, but not limited to, assessment data)* ☐ Local trend data *(e.g., change in percentage of students scoring at a particular performance level over time)* ☐ Other (provide additional information in the next column)	

Add Row

(3) Please use the table below to describe the annual student growth targets used to reflect one year's expected growth. Be sure to include all types of targets used for teachers' SLOs.

Choose "Add a Row" to include additional groups of teachers with different targets.

Group of Principals *	Targets set by the Principal Only * *Select all that apply*	Targets set by the Principal in Conjunction with Relevant Educators * *Select all that apply*	If 'Other' was selected in the previous column, please describe additional baseline data below.
	☐ Differentiated (each student has their own growth target) ☐ Tiered (students within certain baseline data tiers have correlated targets ☐ Targeted (sub-group[s] of students are the focus of the SLO goal) ☐ Whole class growth (all students have the same growth target that reflects minimum rigor) ☐ Other (provide additional information in the next column)	☐ Differentiated (each student has their own growth target) ☐ Tiered (students within certain baseline data tiers have correlated targets ☐ Targeted (sub-group[s] of students are the focus of the SLO goal) ☐ Whole class growth (all students have the same growth target that reflects minimum rigor) ☐ Other (provide additional information in the next column)	

Add Row

(S4) How do you ensure your SLO targets are rigorous?

Select all that apply. *

- ☐ We have defined levels of proficiency and mastery for each student performance measure.
- ☐ We provide principals with the necessary data relative to the knowledge and skills students will need to be successful in their current grade/course.
- ☐ Analysis of baseline data includes consideration of instructional strategies and areas of support needed to ensure the success of each student.
- ☐ For students entering below grade-level expectations, targets will be set to narrow or close achievement gaps.
- ☐ For students entering at grade-level expectations, targets will be set to ensure progress will be made to prepare students for the next level of instruction.
- ☐ For students entering above grade-level expectations, targets will be set to challenge students so that they continue to grow academically.
- ☐ Other (please provide additional information in the box below)

Other: Please describe the process for ensuring the rigor of SLO targets in a manner not listed above. *

(S5) In your LEA, is there an opportunity to review student data and revise growth targets if needed? *

- ☐ After reviewing new student data, principals can revise growth targets.

Please describe what this process entails.

- ☐ Growth targets are not revised once set.

Please describe the process for revising growth targets.

The response should include types of data used, when adjustments can be made, who can make adjustments, and who reviews adjustments when made.

Select all that apply and use the text box below if needed to include all requested information. *

- ☐ Principals are responsible for the review of new student data and can request student growth target adjustments.
- ☐ Administrators are responsible for the review of new student data and can amend student growth targets.
- ☐ New student data is reviewed collaboratively and student growth targets may be adjusted accordingly.
- ☐ Other (please provide more information below)

Other: Please use the box below to describe the process for principals to revise growth targets not listed and/or to expand upon any of the selected options. *

Principal SLO Progress Monitoring

In the following questions, you will be asked to describe the local processes in place to monitor student progress toward the goals outlined in the SLO, including how student progress towards these goals impacts instructional decisions.
For each group of principals included in Task 7 with an SLO, please answer the questions below to describe your SLO process.

(S6) In your LEA, how is SLO progress monitored?
Select all that apply. *

- ☐ Regular check-in meetings between principal and administrator (e.g., weekly, monthly meetings)
- ☐ Regular collaborative sessions with colleagues (e.g., grade/subject meetings, etc.)
- ☐ Mid-way point check-in
- ☐ During post-observation conferences
- ☐ SLO progress monitoring happens as part of the school visit process, and varies from principal to principal
- ☐ We do not currently have a formalized SLO progress monitoring system in place
- ☐ Other (please provide additional information in the box below)

Other: Please describe how SLO progress is monitored through a process not listed above. *

(S7) In your LEA, how are SLOs used to inform and support leadership practices?
Select all that apply. *

- ☐ SLOs are analyzed at the grade/course/subject level for curricular input
- ☐ SLOs are analyzed at an administrator level for purposes of identifying areas of support, coaching, and/or professional learning offerings
- ☐ We do not currently use SLOs to support leadership practices
- ☐ Other (please provide additional information in the box below)

Other: Please describe how SLOs are used to inform and support leadership practices through a process not listed above. *

Supplemental Information: Principal Evaluation – Input Model

Prinicpal Evaluation Details – Input Model

The details provided on this page are for informational purposes only and will not be published with the approved Educator Evaluation plan on NYSED's website.

Drafting Responses

The purpose of this form is to obtain detailed information specific to your LEA's Educator Evaluation Plan. It should be completed by the person(s) at your LEA primarily responsible for, or most familiar with, the implementation of your evaluation plan.

Input Model Development

In the following questions, you will be asked to describe the local processes in place to implement an input model for principals.
For each group of principals included in Task 7 with an input model, please answer the questions below to describe the input model.

(I1) Please describe the role that principals and administrators play in the input model development process for principals.
Select all that apply. *

- ☐ Administrators develop principal input models.
- ☐ Principals and administrators collaboratively develop input models.
  Optional: Please describe the nature of your collaborative process in the box below (e.g., frequency/types of meetings, etc.).
- ☐ Principals develop their own input models that are reviewed/approved according to locally-developed processes.
- ☐ Other
  Please provide additional information in the box below.

Optional, as applicable: Please describe the nature of the collaborative process between principals and administrators (e.g., frequency/types of meetings, etc.).

Other: Please describe the role that principals and administrators play in the input model development process through a relationship not identified above. *

(I2) In your LEA, is an LEA-level needs assessment conducted prior to setting student growth goals for the principal input model? *

- ☐ Yes
- ☐ No

Principal Input Model Progress Monitoring

In the following questions, you will be asked to describe the local processes in place to monitor student progress toward the goals outlined in the input model, including how progress impacts decisions around principal practice.
For each group of principals included in Task 7 with an input model, please answer the questions below to describe the input model.

(I3) In your LEA, how is input model progress monitored?
Select all that apply. *

- ☐ Regular check-in meetings between principal and administrator (e.g., weekly, monthly meetings)
- ☐ Regular collaborative sessions with colleagues (e.g., grade/subject meetings, etc.)
- ☐ Mid-way point check-in
- ☐ During post-school visit conferences
- ☐ Input model progress monitoring happens as part of the school visit process, and varies from principal to principal
- ☐ We do not currently have a formalized input model progress monitoring system in place
- ☐ Other (please provide additional information in the box below)

Other: Please describe how input model progress is monitored through a process not listed above. *

Supplemental Information: Principal Evaluation

Student Growth Measure Evaluation, Reflection, and Impact

In the following questions, you will be asked to describe the local processes in place for principals to reflect on their practice in relation to the student growth goal setting process.
For each group of principals included in Task 7, please answer the questions below to describe your process.

(8) At the end of the school year/interval of instruction, how do principals reflect on student growth and school leadership practices and plan for subsequent school years?

Select all that apply. *

- ☐ Principals engage in self-reflection.
  Please describe the self-reflection process.
- ☐ Principals engage in reflection with their teaching staff.
  Please describe the shared reflection process.
- ☐ Principals conduct summative data analysis considering other building-level data used during the school year.
- ☐ Principals use student baseline data to refine growth expectations for students.
- ☐ Principals utilize their student growth measures (SLO, input model) as a tool to inform adjustments and support of instructional practices for the coming year.
- ☐ Principals and teachers collaboratively review student growth targets and outcomes to make informed curricular and/or professional learning decisions for the coming school year.
- ☐ Principals are provided with analyses of whether students met growth targets.
- ☐ Principals are provided with other types of data.
  Please provide additional information in the box below.
- ☐ Our LEA does not currently have a formal reflection process for principal student growth measures in place.
- ☐ Other.
  Please provide additional information in the box below.

As applicable: Please select all that apply to the self-reflection process used by principals to consider student growth and school leadership practices to plan for subsequent school years. *

- ☐ The self-reflection process uses specified forms
- ☐ The self-reflection process is informal
- ☐ The self-reflection process is part of the evaluation process
- ☐ The self-reflection process has timelines for completion
- ☐ The self-reflection process includes meetings with supervisors
- ☐ Other (please provide additional information in the box below)

Other: Please use the box below to describe the self-reflection process used by principals to consider student growth and school leadership practices to plan for subsequent school years not listed and/or to expand upon any of the selected options. *

As applicable (reflection with teaching staff): Please describe the shared reflection process used by principals with their teaching staff to consider student growth and school leadership practices to plan for subsequent school years. *

As applicable (other types of data): Please describe the type(s) of data provided to principals that are not listed above. *

Other: Please describe how principals reflect on student growth and school leadership practices and plan for subsequent school years in a manner not listed above. *

(9) Please select the formal and informal processes available in your LEA for principals and evaluators to discuss their school leadership practices and/or school visits, then provide additional details on each selection.

Select all that apply. *

- ☐ Pre-school visit conferences
- ☐ Post-school visit conferences
- ☐ Self-reflections
- ☐ Written feedback
- ☐ Peer-to-peer collaboration of principals
- ☐ Coaching meetings
- ☐ Other meetings to provide feedback
  (e.g., departmental strategy meetings, grade-level planning meetings, etc.)
- ☐ Other
  Please provide additional information in the box below.

Other: Please describe the formal and informal processes available in your LEA for principals and evaluators to discuss their school leadership practices and/or school visits not listed above. *

Principal School Visits

Please answer the questions below to provide additional details on the school visit processes included in Task 9.

(10) In the following questions, you will be asked to describe how your LEA uses the results from principal school visits to inform professional learning opportunities that are made available to principals.

a. Professional learning opportunities are decided based on the following:

Select all that apply. *

- ☐ School visit data from individual school visits
- ☐ Collection and analysis of both short- and long-term aggregate data
  Optional: Please provide additional information in the box below.
- ☐ Feedback or requests made by principals
- ☐ Principal surveys
- ☐ Other
  Please provide additional information in the box below.

Optional, as applicable: Please provide examples of the data used to determine professional learning opportunities.

Other: Please describe how professional learning opportunities are decided through a process not listed above. *

b. How frequently are meetings conducted by administrators and/or principals to discuss data from evaluations and identify areas in need of professional learning for principals? *

- ○ Monthly
- ○ Several times a year
- ○ Annually
- ○ Other (please provide additional information in the box below)

Other: Please describe the frequency of meetings to plan professional learning opportunities on a schedule not listed above. *

(11) How does your LEA review the evidence collected and rubric ratings as part of the school visit process for quality and accuracy?
Select all that apply. *

- ☐ Monthly administrative meetings to analyze accuracy of the evaluator's judgement based on evidence collected
- ☐ Annual administrative meetings to analyze accuracy of the evaluator's judgement based on evidence collected
- ☐ Monthly training on the rubric based on data analysis
- ☐ Annual training on the rubric based on data analysis
- ☐ Currently, our LEA does not have a formal process to review the accuracy of evidence collected by individual evaluators
- ☐ Other (please provide additional information in the box below)

Other: Please describe how evidence and rubric ratings are reviewed for quality and accuracy through a process not listed above. *