

# Evaluation – Summary of Changes

- The enacted budget created requirements and options for a new evaluation system administered by the Department in accordance with Commissioner’s Regulations promulgated by the Board.
- The new evaluation system is comprised of two components that determine each educator’s rating:
  - **Student performance:** Requires the use of a state-provided growth score, if available; otherwise requires the use of a student learning objective (SLO). SLOs must use State assessments, as available.
    - If added by local collective bargaining, an optional second subcomponent could be used, comprised of an additional state-provided growth score on a state test or a growth score from a state-designed supplemental assessment calculated using a state-provided or approved growth model. These state-designed supplemental assessments include those developed, designed, purchased, or acquired by SED.
  - **Observations:** Requires observations by a supervisor and an independent evaluator from outside the school building.
    - Districts also have the option of having observations conducted by a trained peer who has been rated Effective or Highly Effective.

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The statute mandates the “matrix” below to determine a teacher’s composite score based on the two categories of the evaluation (see §3012-d (5)):

|                     |                      | Observation          |               |                |                 |
|---------------------|----------------------|----------------------|---------------|----------------|-----------------|
|                     |                      | Highly Effective (H) | Effective (E) | Developing (D) | Ineffective (I) |
| Student Performance | 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               |

\* If a teacher is rated Ineffective on the Student Performance category, and a State-designed supplemental assessment was included as an optional subcomponent of the Student Performance category, the teacher can be rated no higher than Ineffective overall (see §3012-d (5)(a) and (7)).

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- **The statute prohibits certain elements from being used as part of an evaluation, including:**
  - Lesson plans, artifacts of teacher practice, and student portfolios;
  - Instruments of parent or student feedback;
  - Use of professional goal-setting;
  - Locally developed assessments not approved by the Department as a state-designated supplemental assessment; and
  - Growth or achievement targets that do not meet minimum standards established by the regulations of the commissioner.
- **Districts will be prohibited from assigning a student to two Ineffective teachers for two consecutive school years.**

# Evaluation – Scope of Our Work

## Summary of the Scope of Regulations to be Issued

|  |   |
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| Scoring ranges for and weights among category subcomponents  | The regulations must set scoring ranges for and weights among the subcomponents of the Student Performance and Observations categories.   |
| Parameters for growth for the Student Performance category   | The regulations must provide for the establishment of growth targets in the Student Performance category.   |
| Parameters for supplemental student performance measures   | The regulations must establish parameters for locally-selected State-designed supplemental assessments.   |
| Number, frequency, duration, and parameters of observations  | The regulations must prescribe the minimum number of observations to be conducted annually, as well as the frequency, duration, and parameters of the observations.   |
| Observation rubrics  | Districts are authorized to use only Department-approved rubrics consistent with regulations.   |
| Applicability to principals  | The regulations must prescribe how the new evaluation system will apply to principals.  |
| Waivers to districts to allow a student to be taught by an Ineffective teacher for two consecutive years | While districts are prohibited from assigning a student to two Ineffective teachers for two consecutive school years, there is a provision for districts to receive a waiver from the Department in the rare circumstances whereby the district determines it is impracticable to comply. |
| Continuation of §3012-c  | The extent to which provisions in Education Law 3012-c should apply to the new evaluation system.   |
| Hardship Exemptions  | The regulations must define hardship exemption for districts unable to meet the November 15, 2015 deadline.   |

# Evaluation – Next Steps

- **The Board must adopt regulations by June 30, 2015 to fully implement the new evaluation system created by the Governor and the legislature.**
- **In order for school districts to receive their scheduled increase in state aid, their new evaluation plans must be approved by the Department by November 15, 2015, unless they receive a hardship exemption.**

Public comment on the pending evaluation regulations should be sent to [eval2015@nysed.gov](mailto:eval2015@nysed.gov)