

Evaluation Law Updates

April 23, 2025

Presented by:

Office of Educator Quality and Professional Development



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity



Overview of Presentation

- 01 Impact of Education Law §3012-e on plans
- 02 SED Vision for the STEPS Plan
- 03 §3012-d vs. STEPS Plan: Key Differences
- 04 Designing a STEPS Plan



NYS STEPS PLAN

Standards-Based Educator Evaluation and Professional Support



Impact of New Law on Existing Evaluation Plans

- **NO** changes to currently approved APPR/ §3012-d plans.
- Local Educational Agencies (LEAs) can keep their §3012-d plans until the 2031-32 SY but must transition to a §3012-e/STEPS plan by June 30, 2032.
- LEAs may still make material changes under the requirements of EL §3012-d.



The background of the slide features a city skyline with various buildings, including a prominent one with a red roof and another with a tall, ornate tower. The sky is clear and blue. The slide has a dark blue overlay on the right side where the text is located.

The Vision for STEPS Plans

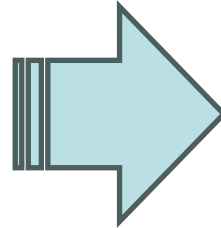
- LEAs have the flexibility to design meaningful evaluation systems
 - Multiple Measures of Evaluation
 - Teaching and Leadership Standards & Culturally Responsive – Sustaining Education Framework
- Supporting Professional Learning & Growth
 - Comprehensive System of Professional Learning
 - LEAs will provide PL for identified areas of growth



Role of NYS Teaching Standards & PSELs

§3012-d

- **SED-Approved rubrics** for observations are broadly aligned to NYS Teaching Standards and Professional Standards for Educational Leaders (PSELs- New York Version).



STEPS

- The NYS Teaching Standards and Professional Standards for PSELs- New York Version are the foundation of the STEPS plan.
- Teachers and principals will be assessed on **each standard** and will receive an **overall rating** based on the ratings received on each of the individual standards.

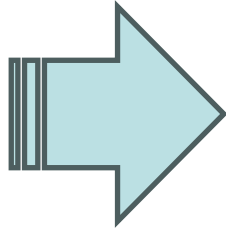


Multiple Measures of Assessing the Standards

§3012-d

Teachers and principal performance is measured by:

- Student Assessment Data (SLOs)
- and
- Observations for teachers/School Visits for principals



STEPS

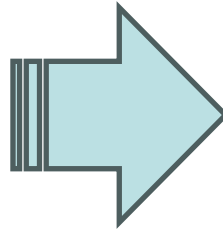
- Multiple measures will be used to assess teacher and principal performance across the standards
- Observations/School Visits are required
- Other measures may include:
 - Portfolios
 - Surveys/Feedback
 - Goal-setting and Attainment
 - Student Outcome Data
 - Student Growth Goals
 - IEP Goals
 - Student Achievement Goals
 - Performance Index
 - Statistical Growth Measures
 - Student Portfolios
 - Teacher or Principal Projects
 - Other LEA-developed Measures



Required Observations / School Visits

§3012-d

- All educators are required to have a minimum of two (2) observations/school visits annually:
 - 1 of the observations must be **unannounced**
 - 1 must be by a **supervisor** or their designee
 - 1 must be by an impartial **independent evaluator**



STEPS

- LEAs will design their own system of observations/school visits.
- All teachers and principals must have **more than one** observation/school visit across their **evaluation cycle**.
- Observations/school visits shall occur with a **sufficient number** and duration such that the evaluator can collect **meaningful evidence** of teaching and leadership to evaluate the applicable standard.



Scoring of the Evaluation System

§3012-d

Student performance category

- Score based on % of students' that met their growth target
- % achieved applied to conversion chart
- Results in a score of H, E, D or I

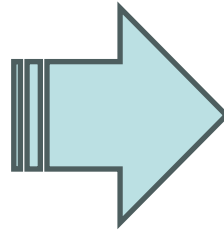


Observation/School visit category

- Scored with approved rubric
- Gives a score of 1-4
- Results in a score of H, E, D or I



**The Matrix provides
HEDI rating**



STEPS

LEAs **create their own scoring system** based on local expectations of teaching and leadership, resulting in Level 1-4 rating on **each** standard and an **overall rating** of Level 1-4

LEAs will determine the following:

- A method to score the measures
- A system for converting the measure scores to a rating for each standard
- A method of combining the standards to obtain an overall rating



Evaluation Cycles in a STEPS plan

Probationary teachers and principals have an annual evaluation cycle.

On an annual basis, they must receive a Level 1-4 rating on each of the standards and receive a Level 1-4 overall rating.

Tenured teachers and principals may have an annual or multi-year evaluation cycle. On an annual or multi-year evaluation cycle, they must receive a Level 1-4 rating on all standards and receive a Level 1-4 overall rating.

Related Regulations:

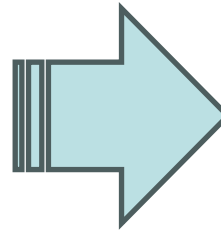
- Overall ratings must be based on the ratings from all the standards across the evaluation cycle
- A multi-year evaluation cycle is permitted so long as evaluators are able to collect evidence and provide teachers and principals with timely, actionable feedback on their practice aligned to each standard
- Tenured educators must be evaluated on at least one standard in each year of a multi-year evaluation cycle



Professional Learning System & Support Plans

§3012-d

- Professional learning plan is developed separately from educator evaluation plan
- "Ineffective" and "Developing" teachers/principals must have a TIP or PIP

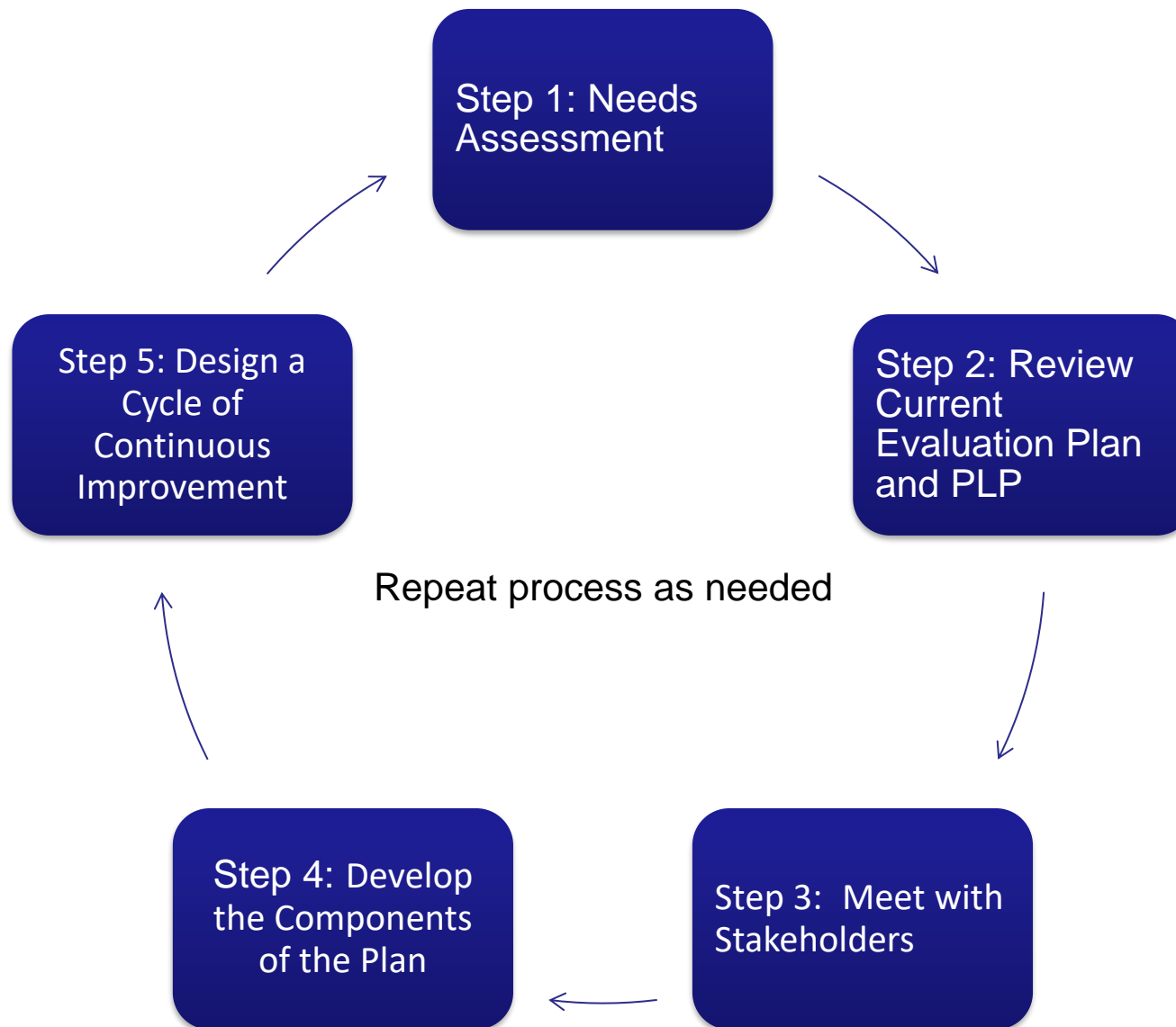


STEPS

- A formal professional learning system for **all teachers and principals** is developed as part of a LEA's STEPS plan
- Teachers and principals that receive an overall rating of Level 1 or 2 are required to receive a **personalized professional support plan**



Steps for Your STEPS Plan



Contact Us

Additional Guidance is available on the Office of Educator Quality and Professional Development website:

<https://www.nysed.gov/educator-quality>

For questions, please email us at: EducatorEval@nysed.gov

