

Overview of Requirements of NYS Evaluation Plans

	Education Law §3012-d as amended in 2019	Education Law §3012-e established in June 2024
Evaluation Plan Requirements	<ul style="list-style-type: none"> All currently approved evaluation plans are governed by the requirements in Education Law §3012-d. LEAs will continue to implement currently approved plans with NO CHANGES until: <ul style="list-style-type: none"> The LEA negotiates to make a material change under the normal requirements of EL §3012-d; or The LEA negotiates a new STEPS plan under the new evaluation law (EL §3012-e). LEAs must adopt a STEPS plan by June 30, 2032 of the 2031-32 school year. 	<ul style="list-style-type: none"> The new Standards-based Educator Evaluation and Professional Support system (“STEPS Plan”) can start in the 2024-25 school year and beyond. On 3/11/25, the Board of Regents adopted permanent regulations necessary to implement Education Law §3012-e. LEAs are advised to read STEPS plan guidance to learn more about how to design a STEPS plan. To request a STEPS plan form in the NYSED Business Portal, please email educatoreval@nysed.gov LEAs must adopt a STEPS plan by June 30 of the 2031-32 school year.
Role of NYS Teaching and Leadership Standards	For the Observation Category, approved rubrics are broadly aligned to NYS Teaching Standards and to the Educational Leadership Standards.	The NYS Teaching Standards, Professional Standards for Educational Leaders (PSELs) (New York Version) and the Culturally Responsive Education Framework 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 individual standard.
Multiple Measures of Assessing the Teaching and Leadership Standards	Teachers and principals overall rating are based on scores from: <ul style="list-style-type: none"> The Student Performance Category (SLOs), and Observation/School Visit Category. 	Multiple measures will be used to assess teacher and principal performance across the standards. <i>Multiple measures include:</i> <ul style="list-style-type: none"> Required Observations/School Visits, and At least one additional LEA determined measure, which may include: <ul style="list-style-type: none"> Portfolios Surveys and Feedback Goal Setting and Attainment Student Outcome Data <ul style="list-style-type: none"> Student Growth Goals IEP Goals to Evaluate Teacher’s Contribution to Student Growth Student Achievement Goals Performance index Statistical Growth Measures Student Portfolios Teacher or Principal Projects Other LEA-developed Measures

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Evaluation Cycle	Not Applicable under Law §3012-d.	<ul style="list-style-type: none"> The evaluation cycle for probationary teachers/principals is annual. The evaluation cycle for tenured teachers/principal may be annual or multi-year; provided that evaluators are able to collect evidence and provide teachers and principals with timely, actionable feedback on their practice aligned to each NYS Teaching and Leadership Standard.
Required Observations/ School Visits	<p>All educators are required to have a minimum of 2 observations/school visits annually.</p> <p>Additional minimum requirements:</p> <ul style="list-style-type: none"> 1 observation/school visit must be unannounced 1 observation/school visit must be conducted by a supervisor or their designee 1 observation/school visit must be conducted by an impartial independent evaluator 	<ul style="list-style-type: none"> All educators must have more than one observation/school visit across their evaluation cycle. <ul style="list-style-type: none"> 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. The following will be determined locally: <ul style="list-style-type: none"> The type of evaluator(s) who will conduct the observations/school visits The nature and duration of the observations/school visits
Student Learning Objectives (SLOs)	<i>Required.</i> SLOs are required for all teachers and principals in the Student Performance Category.	<i>Optional.</i> LEAs are no longer required to evaluate teachers or principals based on student assessment data. LEAs may select “Student Growth Goals” as one of their measures, provided that the measure is designed in a manner appropriate to assess the applicable NYS Teaching Standard(s) and/or PSEL(s).
Scoring Sub-components of the Evaluation System	<p>Student performance category:</p> <ul style="list-style-type: none"> This score is based on the teacher/principal’s SLO(s) SLOs are calculated based on percentage of students that met their growth target Percentage achieved is applied to a conversion chart (the HEDI band) provided by NYSED resulting in a score of 0-20 and a rating of H, E, D, or I 	<p>LEAs create their own scoring systems that result in ratings of Levels 1-4, based on LEA-defined expectations for teaching and learning.</p> <p>The rating levels are:</p> <ul style="list-style-type: none"> Level 1 (significantly below expectations); Level 2 (partially meets expectations); Level 3 (meets expectations); and Level 4 (exceeds expectations).

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Scoring Sub-components of the Evaluation System (cont.)	Observation/School visit category: <ul style="list-style-type: none"> Observations/school visits are scored by using an approved rubric resulting in a score of 1-4 The score of 1-4 is applied to a conversion chart provided by SED (the HEDI band) resulting in a rating of H, E, D, or I 	Probationary teachers and principals are required to: <ul style="list-style-type: none"> Receive a Level 1-4 rating on each of the NYS Teaching Standards and PSELS on an annual basis, and Receive a Level 1-4 overall rating, annually. Tenured teachers and principals are required to: <ul style="list-style-type: none"> Receive a Level 1-4 rating on all standards, but may do so across an evaluation cycle, and Receive a Level 1-4 overall rating at the end of the evaluation cycle.
Obtaining an Overall Rating	Subcomponent scores from the Student Performance and Observation/School Visit categories are applied to an SED-provided scoring matrix to reach an overall rating of H, E, D, or I.	LEA will determine how to combine scores from applicable standards, in order to reach an overall rating of 1-4. <ul style="list-style-type: none"> LEAs may use a system of scoring that results in a rating of 1-4, design a conversion chart, develop a matrix, or use another method. LEAs determine the standards for the 1-4 overall rating, based on locally determined expectations for teaching and learning. Overall ratings must be based on the score received for each standard, and not on a subset of standards.
Rubrics	For observations/school visits, LEAs must select a rubric from a list approved by SED. Please note that all principal practice rubrics are required to be aligned to the PSELS, by the 2025-2026 school year.	For each measure selected, LEAs may select any rubric or may design their own rubric/scoring instrument to assess the applicable standard.
Student Assessments	LEAs must select student assessments from a list approved by SED.	LEAs may select the “Student Outcome Data” measure and use student assessment(s) of their choice.
Professional Learning	Professional Learning Plans are developed separately from the educator evaluation plan.	A formal professional learning system for all teachers and principals is developed by the LEA, as a part of their STEPS plan.
Personalized Professional Support Plan	Teachers and principals who receive an overall rating of ineffective or developing are required to receive a personalized improvement plan (TIP or PIP).	Teachers and principals who receive an overall rating of Level 1 or 2 are required to receive a personalized support plan.

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Variances	The variance is a vehicle for LEAs to develop new and innovative ways to evaluate teachers and principals.	Not applicable under EL §3012-e, as LEAs select their own measures and implementation process within the NYS-STEPS System framework.
Independent Evaluator Hardship Waivers	The Independent Evaluator Hardship Waiver is available, if an LEA is unable to meet the requirement to use an impartial independent evaluator for observations/school visits.	Not applicable under EL §3012-e. There is no requirement to use an impartial independent evaluator for observations/school visits.
Deadline to Make Material Changes	Material changes are required to be submitted to the NYSED Business Portal by March 1st of the school year in which the changes are to be implemented. Plans submitted after March 1st may be implemented the following school year.	
Approval Process	The Commissioner approves the plans.	The Commissioner determines if the STEPS plan is compliant with EL §3012-e.
Appeal Process	<i>Required.</i>	<i>Optional.</i> However, LEAs are required to provide a process for teachers and principals to provide formal comments on their evaluation.
Tenure	Overall ratings from educator evaluation plans are no longer required to be appointed tenure.	Overall ratings from STEPS plans are not required to be appointed on tenure.
Data	Data from the evaluation plan is required to be submitted annually in the Fall. More information about data submission is available here .	
State Aid	The apportionment requirement has been eliminated for EL §3012-d and EL §3012-e plans.	
Applicable Educators	No changes to applicable educators. Both systems of evaluation apply to K-12 classroom teachers (teachers of record) and building principals employed by a school district or BOCES.	