

SILVER STRONG & ASSOCIATES
The Thoughtful Classroom Principal Effectiveness Framework (TCPEF)

Conversion to New York State Rating Categories

The Thoughtful Classroom Principal Effectiveness Framework features four performance rating categories (or levels of performance): Novice, Developing, Proficient, and Expert.

These four categories convert easily to New York State's four rating categories as follows:

Novice = Ineffective
Developing = Developing
Proficient = Effective
Expert = Highly Effective