

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

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