



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

Staff Evaluation Rating Reporting 2016-17

Education Law §3012-d

New for 2016-17

- **All LEAs will be submitting under Education Law §3012-d.**
 - 2 BOCES are still operating under Education Law §3012-c (Orleans-Niagara and Wayne Finger Lakes) – they should submit **ONLY** Overall ratings.
 - Charter schools do not need to submit staff evaluation data (only LEAs with approved APPR plans for 2016-17 should submit).
- **Changes to Transition scores and ratings**
 - **The Required Student Performance subcomponent is no longer excluded from transition reporting.**
 - Where the original measure for an educator uses the grades 3-8 NYS ELA/math assessments or State-provided growth scores, the results of the Alternate SLO specified for the educator in the approved APPR plan is the source of the Transition Required Student Performance subcomponent score and rating.
 - *However, if the educator has an Optional Student Performance subcomponent that is not a second State-provided growth score, then an Alternate SLO should not be utilized and the Required subcomponent should be excluded for the transition record.*

Information to Know for Each LEA Student Performance Category

- **If SLOs are used in the Required subcomponent, how is a 0-20 score calculated?** *(teachers – task 2, principals – task 7)*

- **Is the Optional subcomponent used?** *(teachers – task 3, principals – task 8)*

Note: the optional subcomponent could be applicable to some educators and not others

- Amherst CSD (teachers, principals)
- Eldred CSD (teachers, principals)
- Ellicottville CSD (teachers)
- Evans-Brant CSD (teachers, principals)
- Gouverneur CSD (teachers)
- Greenburgh-Graham CSD (teachers, principals)
- Oakfield-Alabama CSD (teachers)
- Parishville-Hopkinton CSD (teachers)
- Portville CSD (teachers, principals)
- Silver Creek CSD (teachers, principals)
- Stamford CSD (teachers)

- **If so, what is the score based on?**
 - Second State-provided Growth Score or Supplemental Assessment

- **What is the weight of each subcomponent?**

- **Good to know – HEDI Scoring Bands for SLOs:**

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%



Information to Know for Each LEA

Teacher Observation/Principal School Visit category

Teacher Observation – task 4, Principal School Visits – task 9

- **Did the LEA have an approved Independent Evaluator Hardship Waiver for 2016-17?**
- **If not, what is the weight of each observation type within the Required subcomponent?**
 - **Principal/Supervisor/Administrator vs. Independent Evaluator**
- **Is the Optional subcomponent used?**

Note: the optional subcomponent could be applicable to some educators and not others

- Carle Place UFSD (principals)
- Chappaqua CSD (teachers, principals)
- East Moriches CSD (principals)
- Lancaster CSD (principals)
- Lindenhurst UFSD (principals)
- Lyndonville CSD (principals)
- Mayfield CSD (principals)
- Phoenix CSD (principals)
- South Country CSD (principals)
- West Babylon UFSD (principals)
- **What is the weight of each subcomponent – Required vs. Optional?**
- **What are the scoring ranges for each of the HEDI categories?**
 - **Must be within the parameters below:**

(As indicated in the approved APPR plan)	Minimum Rubric Score	Maximum Rubric Score
Highly Effective	3.50 to 3.75	4.00
Effective	2.50 to 2.75	3.49 to 3.74
Developing	1.50 to 1.75	2.49 to 2.74
Ineffective	0.00	1.49 to 1.74



Information to Know for Each LEA

Overall Rating (original and transition)

- The Overall rating is determined using the evaluation matrix and is based on the Student Performance Category rating and the Teacher Observation/Principal School Visit category rating.

TEACHER OBSERVATION/PRINCIPAL SCHOOL VISIT

STUDENT PERFORMANCE		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
	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

- Is the Optional Student Performance subcomponent used with a supplemental assessment?
 - If so, the exception noted in two bottom left cells of the matrix applies: **If an educator is rated Ineffective on the Student Performance category, and a supplemental assessment was included as an optional subcomponent of the Student Performance category, the educator can be rated no higher than Ineffective overall (see §3012-d (5)(a) and (7)).*

Information to Know for Each LEA

Transition Scores and Ratings

- **ALL educators receive original scores and ratings; which educators receive transition scores and ratings?**
 - **Required Student Performance subcomponent based in whole or in part* on**
 - NYS 3-8 ELA/math assessments, or
 - State-provided growth score
 - **Optional Student Performance subcomponent**
 - Not used, or
 - Based on a State-provided growth score
- **Transition scores and ratings are determined based on the Alternate SLOs included in either:**
 - **Tasks 2 (teachers) and 7 (principals) Transition**
 - **The Supplemental Form for Alternate SLOs**

** Note: LEAs may determine whether the remaining measures of an SLO based in part on grades 3-8 ELA or math or State-provided growth scores are used.*



Original Scores and Ratings

Seven Original Scores and Ratings to be Submitted for all Educators

Student Performance

1.	Required Student Performance subcomponent	0-20 score and rating
2.	Optional Student Performance subcomponent	0-20 score and rating <i>(if used; placeholder if not used)</i>
3.	Student Performance category	rating only

Teacher Observation/Principal School Visits

4.	Required Teacher Observation/Principal School Visit subcomponent	0* or 1-4 score and rating
5.	Optional Teacher Observation/Principal School Visit subcomponent	1-4 score and rating <i>(if used; placeholder if not used)</i>
6.	Teacher Observation/Principal School Visit category	rating only

Overall

7.	Overall	rating only
----	---------	-------------

**A zero is only assigned where all components across all observations are rated as a one.*

Original Evaluation Criteria Codes

Code	Description	Rating Points
REQSP01	Required student performance subcomponent - Ineffective	value from 0-12
REQSP02	Required student performance subcomponent - Developing	value from 13-14
REQSP03	Required student performance subcomponent - Effective	value from 15-17
REQSP04	Required student performance subcomponent - Highly effective	value from 18-20
OPTSP00	Optional student performance subcomponent - Not applicable	leave blank
OPTSP01	Optional student performance subcomponent - Ineffective	value from 0-12
OPTSP02	Optional student performance subcomponent - Developing	value from 13-14
OPTSP03	Optional student performance subcomponent - Effective	value from 15-17
OPTSP04	Optional student performance subcomponent - Highly effective	value from 18-20
OSPC01	Overall student performance category - Ineffective	leave blank
OSPC02	Overall student performance category - Developing	leave blank
OSPC03	Overall student performance category - Effective	leave blank
OSPC04	Overall student performance category - Highly effective	leave blank
REQOB01	Required teacher observation/principal school visit subcomponent - Ineffective	value from 1.00-1.74
REQOB02	Required teacher observation/principal school visit subcomponent - Developing	value from 1.50-2.74
REQOB03	Required teacher observation/principal school visit subcomponent - Effective	value from 2.50-3.74
REQOB04	Required teacher observation/principal school visit subcomponent - Highly Effective	value from 3.50-4.00
OPTOB00	Optional teacher observation/principal school visit subcomponent - Not applicable	leave blank
OPTOB01	Optional teacher observation/principal school visit subcomponent - Ineffective	value from 1.00-1.74
OPTOB02	Optional teacher observation/principal school visit subcomponent - Developing	value from 1.50-2.74
OPTOB03	Optional teacher observation/principal school visit subcomponent - Effective	value from 2.50-3.74
OPTOB04	Optional teacher observation/principal school visit subcomponent - Highly effective	value from 3.50-4.00
OIBC01	Overall teacher observation/principal school visit category - Ineffective	leave blank
OIBC02	Overall teacher observation/principal school visit category - Developing	leave blank
OIBC03	Overall teacher observation/principal school visit category - Effective	leave blank
OIBC04	Overall teacher observation/principal school visit category - Highly effective	leave blank
OCR01	Overall composite - Ineffective	leave blank
OCR02	Overall composite - Developing	leave blank
OCR03	Overall composite - Effective	leave blank
OCR04	Overall composite - Highly Effective	leave blank

Transition Scores and Ratings

Five (Possibly Seven) Transition Scores and Ratings to be Submitted for Applicable Educators

Student Performance		
1.*	Transition Required Student Performance subcomponent <i>(will not be submitted if based on 3-8 ELA/math or SPG AND optional is based on a supplemental assessment)</i>	0-20 score and rating
2.*	Transition Optional Student Performance subcomponent	0-20 score and rating <i>(if used; do not submit if not used)</i>
3.*	Transition Student Performance category	rating only
Teacher Observation/Principal School Visits		
4.*	Transition Required Teacher Observation/Principal School Visit subcomponent	0** or 1-4 score and rating
5.	Transition Optional Teacher Observation/Principal School Visit subcomponent	1-4 score and rating <i>(if used; do not submit if not used)</i>
6.*	Transition Teacher Observation/Principal School Visit category	rating only
Overall		
7.*	Overall	rating only

*1 OR 2, 3, 4, 6 and 7 are required for a transition record to be considered complete.

**A zero is only assigned where all components across all observations are rated as a one.

Transition Evaluation Criteria Codes

Code	Description	Rating Points
TREQSP01	Required student performance subcomponent - Ineffective - Transition	value from 0-12
TREQSP02	Required student performance subcomponent - Developing - Transition	value from 13-14
TREQSP03	Required student performance subcomponent - Effective - Transition	value from 15-17
TREQSP04	Required student performance subcomponent - Highly Effective - Transition	value from 18-20
TOPTSP01	Optional student performance subcomponent - Ineffective - Transition	value from 0-12
TOPTSP02	Optional student performance subcomponent - Developing - Transition	value from 13-14
TOPTSP03	Optional student performance subcomponent - Effective - Transition	value from 15-17
TOPTSP04	Optional student performance subcomponent - Highly Effective - Transition	value from 18-20
TOSPC01	Overall student performance category - Ineffective - Transition	leave blank
TOSPC02	Overall student performance category - Developing - Transition	leave blank
TOSPC03	Overall student performance category - Effective – Transition	leave blank
TOSPC04	Overall student performance category - Highly Effective – Transition	leave blank
TREQOB01	Required teacher observation/principal school visit subcomponent - Ineffective - Transition	value from 1.00-1.74
TREQOB02	Required teacher observation/principal school visit subcomponent - Developing - Transition	value from 1.50-2.74
TREQOB03	Required teacher observation/principal school visit subcomponent - Effective - Transition	value from 2.50-3.74
TREQOB04	Required teacher observation/principal school visit subcomponent - Highly Effective - Transition	value from 3.50-4.00
TOPTOB01	Optional teacher observation/principal school visit subcomponent - Ineffective - Transition	value from 1.00-1.74
TOPTOB02	Optional teacher observation/principal school visit subcomponent - Developing - Transition	value from 1.50-2.74
TOPTOB03	Optional teacher observation/principal school visit subcomponent - Effective - Transition	value from 2.50-3.74
TOPTOB04	Optional teacher observation/principal school visit subcomponent - Highly Effective - Transition	value from 3.50-4.00
TOOBC01	Overall teacher observation/principal school visit category - Ineffective - Transition	leave blank
TOOBC02	Overall teacher observation/principal school visit category - Developing - Transition	leave blank
TOOBC03	Overall teacher observation/principal school visit category - Effective - Transition	leave blank
TOOBC04	Overall teacher observation/principal school visit category - Highly Effective - Transition	leave blank
TOCR01	Overall composite - Ineffective - Transition	leave blank
TOCR02	Overall composite - Developing - Transition	leave blank
TOCR03	Overall composite - Effective – Transition	leave blank
TOCR04	Overall composite – Highly Effective - Transition	leave blank

Example: Grade 4 Teacher (original/transition)

Optional Student Performance Not Used, Optional Teacher Observation Used

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SPG		Original Required subcomponent	Weighted combination of principal/supervisor and independent evaluator observations	Peer observation(s)	90% Required subcomponent + 10% Optional subcomponent (3.39)	Combination of both Original category ratings, per the matrix
	Score	17	n/a	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	Submit	REQSP03 = 17	OPTSP00 leave score blank	OSPC03 leave score blank	REQOB03 = 3.40	OPTOB03 = 3.30	OOBC03 leave score blank	OCR03 leave score blank
TRANSITION	Basis	Alternate SLO		Transition Required subcomponent	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	Score	16	n/a	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	Submit	TREQSP03 = 16	Do not submit	TOSPC03 leave score blank	TREQOB03 = 3.40	TOPTOB03 = 3.30	TOOBC03 leave score blank	TOCR03 leave score blank

Example: High School Algebra 1 Teacher (original/transition)

Optional Student Performance Used, Optional Teacher Observation Not Used

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SLO, Common Core Algebra Regents	State-provided growth score (any of option A)	70% Required subcomponent + 30% Optional subcomponent (17.4)	Weighted combination of principal/supervisor and independent evaluator observations		Original Required subcomponent	Combination of both Original category ratings, per the matrix
	Score	18	16	n/a	3.4	n/a	n/a	n/a
	Rating	Highly Effective	Effective	Effective	Effective	n/a	Effective	Effective
	Submit	REQSP04 = 18	OPTSP03 = 16	OSPC03 leave score blank	REQOB03 = 3.40	OPTOB00 leave score blank	OOB03 leave score blank	OCR03 leave score blank
TRANSITION	Basis	SLO, Common Core Algebra Regents	Excluded due to use of SPG	Transition Required subcomponent	Same as original		Same as original	Combination of both Transition category ratings, per the matrix
	Score	18	n/a	n/a	3.4	n/a	n/a	n/a
	Rating	Highly Effective	n/a	Highly Effective	Effective	n/a	Effective	Highly Effective
	Submit	TREQSP04 = 18	Do not submit	TOSPC04 leave score blank	TREQOB03 = 3.40	Do not submit	TOOBC03 leave score blank	TOCR04 leave score blank

Example: K-5 Art Teacher (original/transition)

Neither Optional Subcomponent Used

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SLO, schoolwide measure based on 4-5 NYS ELA/math		Original Required subcomponent	Weighted combination of principal/supervisor and independent evaluator observations		Original Required subcomponent	Combination of both Original category ratings, per the matrix
	Score	15	n/a	n/a	3.44	n/a	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	Submit	REQSP03 = 15	OPTSP00 leave score blank	OSPC03 leave score blank	REQOB03 = 3.44	OPTOB00 leave score blank	OOBC03 leave score blank	OCR03 leave score blank
TRANSITION	Basis	Alternate SLO		Transition Required subcomponent	Same as original		Same as original	Combination of both Transition category ratings, per the matrix
	Score	18	n/a	n/a	3.44	n/a	n/a	n/a
	Rating	Highly Effective	n/a	Highly Effective	Effective	n/a	Effective	Highly Effective
	Submit	TREQSP04 = 18	Do not submit	TOSPC04 leave score blank	TREQOB03 = 3.44	Do not submit	TOOBC03 leave score blank	TOCR04 leave score blank

Example: K-5 Art Teacher – Original Student Performance Category (*Optional Subcomponent Not Used*)

- Per Task 2 of the APPR plan, the K-5 art teacher’s SLO is a schoolwide measure based on the NYS 4-5 ELA/math assessments

Grade From	Grade To	Subject	Measure	State or Regents Assessment(s)	Locally-developed Course-Specific Assessment(s)	Third Party Assessment(s)
K	5	All courses not named above	School- or program-wide group, team, or linked results	<input checked="" type="checkbox"/> Grade 4 ELA <input checked="" type="checkbox"/> Grade 5 ELA <input checked="" type="checkbox"/> Grade 4 Math <input checked="" type="checkbox"/> Grade 5 Math		

- SLO targets and 0-20 calculations are not defined in the APPR plan
 - The LEA will have to define the SLO process for calculating a 0-20 score, which must be based on one year of growth
 - Example: Percentage of students meeting their individual growth target on the NYS 4-5 ELA/math assessments, which was set using baseline data

Example: K-5 Art Teacher – Original Student Performance Category (*Optional Subcomponent Not Used*)

- In the example, 76% of students meet their individual target.

2.11) HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

- Per the HEDI scoring bands, this is a score of 15, which is in the Effective range
 - A score of 15 and rating of Effective should be submitted for the **Original Required Student Performance subcomponent** (REQSP03, 15)
 - Since the Optional subcomponent is not used, an Effective rating is also submitted for the **Original Student Performance category rating** (OSPC03, no score)

	Overall Student Performance Category Score and Rating	
	Minimum	Maximum
H	18	20
E	15	17
D	13	14
I	0	12

Example: K-5 Art Teacher – Original Teacher Observation Category (*Optional Subcomponent Not Used*)

- The principal observation results in a score of 3.4 and the independent evaluator observations yields a 3.6.

Required - Principal/Administrator	Required - Independent Evaluator(s)	Optional - Peer Observer(s)	Grades and subjects for which Peer Observers will be used
80%	20%	N/A	(No Response)

- Based on the weighting identified in the APPR plan, the Original Required Teacher Observation subcomponent score is 3.44

- Per the HEDI ranges identified in the APPR plan, a 3.44 is in the Effective range, therefore a score of 3.44 and rating of Effective should be submitted for the **Original Required Teacher Observation subcomponent** (REQOB03, 3.44)

- Since the Optional subcomponent is not used, an Effective rating is also submitted for the **Original Teacher Observation category rating** (OBC03, no score)

HEDI Ranges

Using the dropdown menus below, please indicate the locally-determined rubric scoring ranges based on the constraints prescribed by the Commissioner in Subpart 30-3 of the Rules of the Board of Regents for each of the rating categories.

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective:	3.50	4.00

	Minimum Rubric Score	Maximum Rubric Score
Effective:	2.50	3.49

	Minimum Rubric Score	Maximum Rubric Score
Developing:	1.50	2.49

	Minimum Rubric Score	Maximum Rubric Score
Ineffective:	0.00	1.49

Example: K-5 Art Teacher – Original Overall Rating

- To determine the Original Overall rating, the category ratings are applied to the Evaluation matrix
 - Original Student Performance category = Effective (OSPC03)
 - Original Teacher Observation category = Effective (OOBC03)

5.2) Scoring Matrix for the Overall Rating

		Teacher Observation Category			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance Category	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

- The resulting **Original Overall rating** is Effective (OCR03, no score)

Example: K-5 Art Teacher – Transition Student Performance Category (*Optional Subcomponent Not Used*)

- The K-5 art teacher requires transition based on the use of the schoolwide measure with NYS 4-5 ELA/math assessments

Grade From	Grade To	Subject	Measure	State or Regents Assessment(s)	Locally-developed Course-Specific Assessment(s)	Third Party Assessment(s)
K	5	All courses not named above	School- or program-wide group, team, or linked results	<input checked="" type="checkbox"/> Grade 4 ELA <input checked="" type="checkbox"/> Grade 5 ELA <input checked="" type="checkbox"/> Grade 4 Math <input checked="" type="checkbox"/> Grade 5 Math		

- The Alternate SLO is defined in Task 2 Transition of the APPR plan
 - The LEA will have to define the Alternate SLO process for calculating a 0-20 score
 - Example: Percentage of students meeting their individual growth target on the NYS grade 4 science assessment, which was set using baseline data

Grade From	Grade To	Subject	Measure	State or Regents Assessment(s)	Locally-Developed Course-Specific Assessment(s)	Third Party Assessment(s)
K	5	All courses not named above	School- or program-wide group, team, or linked results	<input checked="" type="checkbox"/> Grade 4 Science		

Example: K-5 Art Teacher – Transition Student Performance Category (*Optional Subcomponent Not Used*)

- In the example, 91% of students meet their individual target.

2.11) HEDI Scoring Bands

Highly Effective			Effective			Developing		Ineffective												
20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0
97-100%	93-96%	90-92%	85-89%	80-84%	75-79%	67-74%	60-66%	55-59%	49-54%	44-48%	39-43%	34-38%	29-33%	25-28%	21-24%	17-20%	13-16%	9-12%	5-8%	0-4%

- Per the HEDI scoring bands, this is a score of 18, which is in the Highly Effective range
 - A score of 18 and rating of Highly Effective should be submitted for the **Transition Required Student Performance subcomponent (TREQSP04, 18)**
 - Since the Optional subcomponent is not used, a Highly Effective rating is also submitted for the **Transition Student Performance category rating (TOSPC04, no score)**

	Overall Student Performance Category Score and Rating	
	Minimum	Maximum
H	18	20
E	15	17
D	13	14
I	0	12

Example: K-5 Art Teacher – Transition Overall Rating

- The Transition Required Teacher Observation subcomponent and the Transition Teacher Observation category are the same as the original (TREQOB03, 3.44 and TOOBC03)
- To determine the Transition Overall rating, the category ratings are applied to the Evaluation matrix
 - Transition Student Performance category = Highly Effective (TOSPC04)
 - Transition Teacher Observation category = Effective (TOOBC03)

		Teacher Observation Category			
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance Category	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

- The resulting **Transition Overall rating** is Highly Effective (TOCR04, no score)

Example: K-5 Principal (original/transition)

Optional Student Performance Not Used, Optional Principal School Visit Used

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of superintendent/supervisor, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1. Task 7 2. Task 7 Transition	Task 8	Task 8	Task 9	Task 9	Task 9	
ORIGINAL	Basis	SPG		Original Required subcomponent	Weighted combination of superintendent/supervisor and independent evaluator observations	Peer observation(s)	90% Required subcomponent + 10% Optional subcomponent (3.39)	Combination of both Original category ratings, per the matrix
	Score	15	n/a	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	Submit	REQSP03 = 15	OPTSP00 leave score blank	OSPC03 leave score blank	REQOB03 = 3.40	OPTOB03 = 3.30	OOBC03 leave score blank	OCR03 leave score blank
TRANSITION	Basis	Alternate SLO		Transition Required subcomponent	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	Score	16	n/a	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	Submit	TREQSP03 = 16	Do not submit	TOSPC03 leave score blank	TREQOB03 = 3.40	TOPTOB03 = 3.30	TOOBC03 leave score blank	TOCR03 leave score blank

Example: Grade 5 Teacher (original/transition)

Both Optional Subcomponents Used, Opt-out Prevents Receipt of SPG

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/ supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SPG, however, opt-out prevented receipt of score	Supplemental assessment	Cannot be calculated without the Required subcomponent	Weighted combination of principal/supervisor and independent evaluator observations	Peer observation(s)	90% Required subcomponent + 10% Optional subcomponent (3.39)	Cannot be calculated without the Student Performance category rating
	Score	n/a	16	n/a	3.4	3.3	n/a	n/a
	Rating	n/a	Effective	n/a	Effective	Effective	Effective	n/a
	Submit	Do not submit	OPTSP03 = 16	Do not submit	REQOB03 = 3.40	OPTOB03 = 3.30	OBC03 leave score blank	Do not submit
TRANSITION	Basis	Alternate SLO	Supplemental assessment	70% Required subcomponent + 30% Optional subcomponent (16)	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	Score	16	16	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	Effective	Effective	Effective	Effective	Effective	Effective
	Submit	TREQSP03 = 16	TOPTSP03 = 16	TOSPC03 leave score blank	TREQOB03 = 3.40	TOPTOB03 = 3.30	TOBC03 leave score blank	TOCR03 leave score blank

Example: 9-12 Principal (original/transition)

Both Optional Subcomponents Used, Back-up SLO Required

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of superintendent/ supervisor, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1. Task 7 2. Task 7 (assurance)	Task 8	Task 8	Task 9	Task 9	Task 9	
ORIGINAL	Basis	SPG	Supplemental assessment	90% Required subcomponent + 10% Optional subcomponent (16.9)	Weighted combination of superintendent/supervisor and independent evaluator observations	Peer observation(s)	90% Required subcomponent + 10% Optional subcomponent (3.39)	Combination of both Original category ratings, per the matrix
	Score	17	16	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	Effective	Effective	Effective	Effective	Effective	Effective
	Submit	REQSP03 = 17	OPTSP03 = 16	OSPC03 leave score blank	REQOB03 = 3.40	OPTOB03 = 3.30	OOBC03 leave score blank	OCR03 leave score blank
TRANSITION	Basis	Back-up SLO based on all applicable Regents is required	Supplemental assessment	90% Required subcomponent + 10% Optional subcomponent (16)	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	Score	16	16	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	Effective	Effective	Effective	Effective	Effective	Effective
	Submit	TREQSP03 = 16	TOPTSP03 = 16	TOSPC03 leave score blank	TREQOB03 = 3.40	TOPTOB03 = 3.30	TOOBC03 leave score blank	TOCR03 leave score blank

Example: Grade 7 Math Teacher (original/transition)

Both Optional Subcomponents Used, Transition Required Student Performance Not Needed

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SPG	Supplemental assessment	90% Required subcomponent + 10% Optional subcomponent (16.9)	Weighted combination of principal/supervisor and independent evaluator observations	Peer observation(s)	90% Required subcomponent + 10% Optional subcomponent (3.39)	Combination of both Original category ratings, per the matrix
	Score	17	16	n/a	3.4	3.3	n/a	n/a
	Rating	Effective	Effective	Effective	Effective	Effective	Effective	Effective
	Submit	REQSP03 = 17	OPTSP03 = 16	OSPC03 leave score blank	REQOB03 = 3.40	OPTOB03 = 3.30	OIBC03 leave score blank	OCR03 leave score blank
TRANSITION	Basis	Not needed as there is a remaining Student Performance measure	Supplemental assessment	Transition Required subcomponent	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	Score	n/a	16	n/a	3.4	3.3	n/a	n/a
	Rating	n/a	Effective	Effective	Effective	Effective	Effective	Effective
	Submit	Do not submit	TOPTSP03 = 16	TOSPC03 leave score blank	TREQOB03 = 3.40	TOPTOB03 = 3.30	TOIBC03 leave score blank	TOCR03 leave score blank

Important to Note

- **If an optional subcomponent is not used, the placeholder code must be submitted with no rating for the original record.**
 - There are no placeholder codes for transition; if the optional subcomponent is not used, do not submit the corresponding transition optional subcomponent rating or score.
 - Optional Student Performance subcomponent not used – submit OPTSP00 with no score, do not submit TOPTSP.
 - Optional Teacher Observation/Principal School Visit subcomponent not used – submit OPTOB00 with no score, do not submit TOPTOB.

Resources

- APPR Guidance and Transition FAQ: <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>
- Resources for Closeout of 2016-17 APPR: <https://www.engageny.org/resource/resources-closeout-2016-17-appr>
- Approved APPR Plans: <http://usny.nysed.gov/rttt/teachers-leaders/plans/>
- SIRS Manual: <http://www.p12.nysed.gov/irs/sirs/>
- 2016-17 Templates & Code Changes: <http://p12.nysed.gov/irs/vendors/home.html>
- Reporting 2016-17 School Year Data in SIRS: <http://www.p12.nysed.gov/irs/memos/documents/2016-17SIRSReportingMemo.pdf>
- APPR Related Questions or Concerns: EducatorEval@nysed.gov

