engage^{ny}

Our Students. Their Moment.

Staff Evaluation Data Reporting for the 2015-16 School Year

New Requirements under Education Law §3012-d

Updated April 12, 2016

engage^{ny}

Data Elements Required for Reporting under Education Law §3012-d

As outlined in APPR Guidance (M5, p.133), the following data elements will be required for reporting evaluation scores and ratings under Education Law §3012-d:

Student Performance Category

- **Required Student Performance category score and rating**
  (State-provided growth and/or Student Learning Objectives)
- **Optional Student Performance category score and rating**
  (locally selected measures of student growth)
- **Overall Student Performance category rating**

Teacher Observation/Principal School Visit Category

- **Required Observation/School Visit category score and rating**
  (combined principal, supervisor, or other trained administrator and impartial independent trained evaluator [or other evaluator(s) with approved Independent Evaluator Hardship Waiver])
- **Optional Observation/School Visit category score and rating**
  (trained peer observer)
- **Overall Teacher Observation/Principal School Visit category rating**

Overall Composite Rating

- Based on the evaluation matrix
  (APPR Guidance, I2, p. 111)

Comparison of Required Elements under Education Law §3012-c and Education Law §3012-d

Education Law §3012-c	Education Law §3012-d
State Growth or Other Comparable Measures subcomponent (State-provided growth and/or SLOs) • Score from 0-20	Required Student Performance subcomponent (State-provided growth and/or SLOs) • Score from 0-20 • HEDI rating (Highly Effective, Effective, Developing, or Ineffective)
Locally-Selected Measures subcomponent • Score from 0-20	Optional Student Performance subcomponent • Score from 0-20 • HEDI rating
N/A	Overall Student Performance category • HEDI rating (combination of the required and optional subcomponents, per the weighting indicated in the approved APPR plan for 2015-16)

Continued…

engage^{ny}

Comparison of Required Elements under Education Law §3012-c and Education Law §3012-d (continued)

Education Law §3012-c	Education Law §3012-d
N/A	Required Teacher Observation / Principal School Visit subcomponent • Score from 1-4 • HEDI rating
N/A	Optional Teacher Observation / Principal School Visit subcomponent • Score from 1-4 • HEDI rating
Other Measures subcomponent • Score from 0-60 • HEDI rating	Overall Teacher Observation / Principal School Visit category • HEDI rating (combination of the required and optional subcomponents, per the weighting indicated in the approved APPR plan for 2015-16)
Overall Composite • Score from 0-100 • HEDI rating	Overall Composite • HEDI rating (based on the Evaluation Matrix)

Staff Evaluation Reporting under Education Law §3012-d: Logistics

- Data submission deadlines for 2015-16 remain consistent with those in past years (late August through mid-October).

- The current Staff Evaluation template will be modified to accommodate submission of Staff Evaluation data under both Education Law §3012-c and Education Law §3012-d, consistent with the approved 2015-16 APPR plan.

- A new field, Evaluation Group Code, will be used to indicate the type of plan the LEA has approved for the 2015-16 school year.

- Edit checks will exist to allow only the elements related to the approved plan type to be submitted.

Staff Evaluation Reporting under Education Law §3012-d: Logistics (continued)

- Level 0, Level 1, and Level 2 will have a list of LEAs and the type of plan they have approved for the 2015-16 school year to ensure submission of the correct data elements.
    - These lists will be distributed to each level by the end of March 2016.
- IRS is working with Level 0 and Level 2 to update edit checks and documentation to accommodate submission under both Education Law §3012-c and Education Law §3012-d.
- Further information regarding Staff Evaluation data collection will be shared with the field in spring 2016.
- Resources can be found here: https://www.engageny.org/resource/resources-closeout-2015-16-appr.

Reporting Transition Scores/Ratings Per §§ 30-2.14 and 30-3.17 of the Rules of the Board of Regents

- Regulation changes adopted by the Board of Regents at their December 2015 meeting remove the impact of grades 3-8 NYS ELA and Math State Assessments (State-provided growth scores and SLOs tied to these assessments) and State-provided growth scores resulting from Common Core Regents Exams from teacher and principal evaluation.

- For the transition period (2015-16 through 2018-19), LEAs are required to calculate both original and transition staff evaluation scores and ratings.

  - Original staff evaluation scores and ratings will be calculated and provided for advisory purposes only.

- For impacted educators, both sets of staff evaluation scores and ratings will need to be submitted to the Department.

- Guidance regarding the impact of this regulation change is posted here: http://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations.

- Any educator who is impacted by transition scores and ratings because their evaluation is based in part on the grades 3-8 NYS ELA/Math Assessments or State-provided growth scores resulting from Common Core Regents Exams, will have two sets of staff evaluation data – an original set of scores and ratings and a set of transition scores and ratings.

  - Educators who are not affected by the transition should only be submitted with one set of staff evaluation scores and ratings.

- Transition codes have been added to the Staff Evaluation template for both 3012-c and 3012-d to accommodate data submission requirements during the transition period.

Reporting Transition Scores and Ratings under Education Law §3012-c

Impacted by Transition **Submit ORIGINAL and TRANSITION scores and ratings for all subcomponents and Overall Composite** *(ex. grade four teacher)*	Not Impacted by Transition **Submit ORIGINAL scores and ratings only** *(ex. grade one teacher not using NYS 3-8 ELA/Math assessments or building State-provided growth score)*
State Growth or Other Comparable Measures subcomponent • ORIGINAL: 0-20 State-provided growth score • TRANSITION: Do not submit subcomponent	State Growth or Other Comparable Measures subcomponent • ORIGINAL: 0-20 score based on SLO • TRANSITION NOT NEEDED
Locally-Selected Measures subcomponent (ex. based on a measure other than NYS 3-8 ELA/Math assessments or building State-provided growth score) • ORIGINAL: 0-20 score based on locally determined-measure • TRANSITION: Scaled up score per process identified by district/BOCES	Locally-Selected Measures subcomponent (ex. based on a measure other than NYS 3-8 ELA/Math assessments or building State-provided growth score) • ORIGINAL: 0-20 score based on locally determined-measure • TRANSITION NOT NEEDED
Other Measures subcomponent • ORIGINAL: 0-60 score based on rubric • TRANSITION: Scaled up score per process identified by district/BOCES based on rubric	Other Measures subcomponent • ORIGINAL: 0-60 score based on rubric • TRANSITION NOT NEEDED
Overall Composite • ORIGINAL: 0-100 score and rating based on the combination of all original subcomponent scores • TRANSITION: 0-100 score and rating based on the combination of all existing transition subcomponent scores, or scaled up Overall Composite score	Overall Composite • ORIGINAL: 0-100 score and rating based on the combination of all original subcomponent scores • TRANSITION NOT NEEDED

engage^{ny}

Reporting Transition Scores and Ratings under Education Law §3012-d

Impacted by Transition (2015-16 school year only) Submit ORIGINAL and TRANSITION scores and ratings for all subcomponents, categories and Overall Composite (ex. grade four teacher)	Not Impacted by Transition Submit ORIGINAL scores and ratings only (ex. grade one teacher not using NYS 3-8 ELA/Math assessments or building State-provided growth score)
Required Student Performance subcomponent • ORIGINAL: 0-20 State-provided growth score and corresponding HEDI rating • TRANSITION: Do not submit subcomponent	Required Student Performance subcomponent • ORIGINAL: 0-20 score based on SLO and corresponding HEDI rating • TRANSITION NOT NEEDED
Optional Student Performance subcomponent • ORIGINAL: 0-20 score based on supplemental assessment and corresponding HEDI rating • TRANSITION: 0-20 score based on supplemental assessment and corresponding HEDI rating	Optional Student Performance subcomponent • ORIGINAL: 0-20 score based on supplemental assessment and corresponding HEDI rating • TRANSITION NOT NEEDED
Overall Student Performance category • ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) • TRANSITION: HEDI rating from the Optional Student Performance subcomponent	Overall Student Performance category • ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) • TRANSITION NOT NEEDED
Required Teacher Observation / Principal School Visit subcomponent • ORIGINAL: Score from 1-4 and HEDI rating based on rubric • TRANSITION: Score from 1-4 and HEDI rating based on rubric	Required Teacher Observation / Principal School Visit subcomponent • ORIGINAL: Score from 1-4 and HEDI rating based on rubric • TRANSITION NOT NEEDED
Optional Teacher Observation / Principal School Visit subcomponent • ORIGINAL: Score from 1-4 and HEDI rating based on rubric • TRANSITION: Score from 1-4 and HEDI rating based on rubric	Optional Teacher Observation / Principal School Visit subcomponent • ORIGINAL: Score from 1-4 and HEDI rating based on rubric • TRANSITION NOT NEEDED
Overall Teacher Observation / Principal School Visit category • ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) • TRANSITION: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan)	Overall Teacher Observation / Principal School Visit category • ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) • TRANSITION NOT NEEDED
Overall Composite • ORIGINAL: HEDI rating (based on the Evaluation Matrix) • TRANSITION: HEDI rating (based on the Evaluation Matrix)	Overall Composite • HEDI rating (based on the Evaluation Matrix) • TRANSITION NOT NEEDED

engage^{ny}