



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

Staff Evaluation Rating Reporting 2018-19

Education Law §3012-d, as amended in 2019

(new information is noted in red)

Staff Evaluation Data Submission

All educators must receive a full set of scores and ratings for their APPR results, however for 2018-19 staff evaluation data, each educator will receive only original OR transition scores and ratings, not both.

The first section addresses the elements required for data submission, and is followed by a section covering the distribution of scores and ratings to educators.

General Information

- **All LEAs are submitting under Education Law §3012-d.**
 - Charter schools do not need to submit staff evaluation data (only LEAs with approved APPR plans for 2018-19 should submit).
- **Original versus Transition scores and ratings:**
 - **The Original Required Student Performance subcomponent is based on the measures and assessments included in Tasks 2/7 of the APPR plan**
 - Where the original measure for an educator uses the grades 3-8 NYS ELA/Math assessments or State-provided growth scores, this measure is the source of ORIGINAL scores and ratings.
 - **The Transition Required Student Performance subcomponent is based on Alternate SLOs**
 - These scores and ratings are not based on any measure using the grades 3-8 NYS ELA/Math assessments or State-provided growth scores.
 - All educators whose original measure *uses the grades 3-8 NYS ELA/Math assessments or State-provided growth scores* should have *transition* scores and ratings **only (new for 18-19)**.
 - Educators whose scores and ratings *are not* based on grades 3-8 NYS ELA/Math assessments or State-provided growth scores should have *only original* scores and ratings.

General Information continued

- **Subcomponent ratings should not be submitted**
 - Only scores should be submitted for all original or transition subcomponents
- **There are no placeholders for the Optional subcomponents**
 - If an optional subcomponent is not used, nothing is submitted
- **Category ratings should not be submitted**
- **Only the following elements should be submitted (either original or transition for each educator, not both):**
 - Original Required Student Performance subcomponent score
 - Original Optional Student Performance subcomponent score (as applicable)
 - Original Required Teacher Observation/Principal School Visit subcomponent score
 - Original Optional Teacher Observation/Principal School Visit subcomponent score (as applicable)
 - Original Overall Rating
 - Transition Required Student Performance subcomponent score (as applicable)
 - Transition Optional Student Performance subcomponent score (as applicable)
 - Transition Required Teacher Observation/Principal School Visit subcomponent score
 - Transition Optional Teacher Observation/Principal School Visit subcomponent score (as applicable)
 - Transition Overall Rating

Note: LEAs must still provide each educator with a full evaluation, including all subcomponent scores and ratings, category ratings and an Overall rating (addressed later in this presentation).



Information to Know for Each LEA

Overall Rating (original/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 **ONLY**

- ALL educators receive **either original OR transition** scores and ratings; which educators receive **only** transition scores and ratings?
 - Required Student Performance subcomponent, as indicated in Task 2/7 of the approved APPR plan, based in whole or in part* on:
 - NYS 3-8 ELA/math assessments, or
 - A State-provided growth score
 - Optional Student Performance subcomponent, as indicated in Task 3/8 of the APPR plan is:
 - Not used, or
 - Based on a second 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.*



Information to Know for Each LEA

Original Scores and Ratings ONLY

- **Which educators receive only original scores and ratings?**
 - **Required Student Performance subcomponent, as indicated in Task 2/7 of the approved APPR plan, is not based on:**
 - NYS 3-8 ELA/math assessments, or
 - A State-provided growth score
 - **AND Optional Student Performance subcomponent, as indicated in Task 3/8 of the APPR plan is:**
 - Not used, or
 - Based on a supplemental assessment
- **Original scores and ratings are determined based on the original SLOs included in Tasks 2 (teachers) and 7 (principals) of the approved APPR plan.**

Original Scores and Ratings

Potentially 5 Original Scores/Rating to be Submitted for **Applicable** Educators

Student Performance

1.*	Required Student Performance subcomponent	0-20 score
2.	Optional Student Performance subcomponent	0-20 score (as applicable)

Teacher Observation/Principal School Visits

3.*	Required Teacher Observation/Principal School Visit subcomponent	0** or 1-4 score
4.	Optional Teacher Observation/Principal School Visit subcomponent	1-4 score (as applicable)

Overall

5.*	Overall	rating only
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**1, 3, and 5 are required for an original record to be considered complete.*

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

Original Evaluation Criteria Codes

Code	Description	Rating Points
REQSP	Required student performance subcomponent	value from 0-20
OPTSP	Optional student performance subcomponent	value from 0-20
REQOB	Required teacher observation/principal school visit subcomponent	value of 0 or from 1.00-4.00
OPTOB	Optional teacher observation/principal school visit subcomponent	value from 1.00-4.00
OCR01	Overall rating - Ineffective	leave blank
OCR02	Overall rating - Developing	leave blank
OCR03	Overall rating - Effective	leave blank
OCR04	Overall rating - Highly Effective	leave blank

Transition Scores and Ratings

Potentially 5 Transition Scores/Ratings to be Submitted for Applicable Educators

Student Performance

1.*	Transition Required Student Performance subcomponent <i>(will not be submitted if the original required subcomponent is based on 3-8 ELA/math or SPG AND optional is based on a supplemental assessment)</i>	0-20 score (as applicable)
2.*	Transition Optional Student Performance subcomponent	0-20 score (as applicable)

Teacher Observation/Principal School Visits

3.*	Transition Required Teacher Observation/Principal School Visit subcomponent	0** or 1-4 score
4.	Transition Optional Teacher Observation/Principal School Visit subcomponent	1-4 score (as applicable)

Overall

5.*	Overall	rating only
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*1 OR 2, in addition to 3 and 5 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
TREQSP	Required student performance subcomponent - Transition	value from 0-20
TOPTSP	Optional student performance subcomponent - Transition	value from 0-20
TREQOB	Required teacher observation/principal school visit subcomponent - Transition	value of 0 or from 1.00-4.00
TOPTOB	Optional teacher observation/principal school visit subcomponent - Transition	value from 1.00-4.00
TOCR01	Overall rating – Ineffective - Transition	leave blank
TOCR02	Overall rating – Developing - Transition	leave blank
TOCR03	Overall rating – Effective - Transition	leave blank
TOCR04	Overall rating - Highly Effective - Transition	leave blank

Distributing Scores and Ratings to Educators

Although the Department has reduced the number of data elements LEAs are required to submit for each educator, all educators must receive a full set of scores and ratings for their APPR results.

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)
- Evans-Brant CSD (teachers, principals)
- Gouverneur CSD (teachers)
- Greenburgh-Graham CSD (teachers, principals)
- Parishville-Hopkinton CSD (teachers)
- Portville CSD (teachers, principals)
- Silver Creek CSD (teachers, principals)
- Stamford CSD (teachers)
- Starpoint CSD (teachers, principals)

- **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 2018-19?**
- **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)
- Monroe-Woodbury CSD (teachers)
- Phoenix CSD (principals)
- Webster CSD (teachers)
- 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?**
 - **Locally-determined, but 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



Original Scores and Ratings

Potentially 7 Original Scores and Ratings to be Distributed to **Applicable** Educators

Student Performance		
1.*	Required Student Performance subcomponent	0-20 score and rating
2.	Optional Student Performance subcomponent	0-20 score and rating (as applicable)
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 (as applicable)
6.*	Teacher Observation/Principal School Visit category	rating only
Overall		
7.*	Overall	rating only

**1, 3, 4, 6, and 7 should be given to all educators, plus 2 and/or 5, as applicable.*

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

Transition Scores and Ratings

Potentially 7 Transition Scores and Ratings to be Distributed to Applicable Educators

Student Performance

1.*	Transition Required Student Performance subcomponent <i>(will not be submitted if the original required subcomponent is 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 (as applicable)
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 (as applicable)
6.*	Transition Teacher Observation/Principal School Visit category	rating only

Overall

7.*	Overall	rating only
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*1 AND/OR 2, 3, 4, 6, and 7 should be given to all educators who require transition scores and ratings, plus 5, as applicable.

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

Examples

In the following examples, the “Submit” row demonstrates the data that should be submitted to the Department; the “Score” and “Rating” rows represent the staff evaluation record that should be distributed to educators.

Example: Grade 4 Teacher (transition only)

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. Original or Transition? 2. SPG or SLO? 3. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-2. Task 2 3. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SPG, excluded – transition scores and ratings only		Excluded	Excluded	Excluded	Excluded	Excluded
	Score	Excluded	n/a	n/a	Excluded	Excluded	n/a	n/a
	Rating	Excluded	n/a	Excluded	Excluded	Excluded	Excluded	Excluded
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	Alternate SLO		Transition 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 Transition category ratings, per the matrix
	Score	16	n/a	n/a	3.40	3.30	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	Submit	TREQSP = 16	Do not submit	Do not submit	TREQOB = 3.40	TOPTOB = 3.30	Do not submit	TOCR03 leave score blank

Example: High School Algebra Teacher (**transition only**)

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. Original or Transition? 2. SPG or SLO? 3. Transition?	1. Used? 2. Additional growth score or supplemental assessment?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-2. Task 2 3. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SLO, Common Core Algebra Regents, excluded	State-provided growth score (any of option A), excluded – transition scores/rating only	Excluded	Excluded		Excluded	Excluded
	Score	Excluded	Excluded	n/a	Excluded	n/a	n/a	n/a
	Rating	Excluded	Excluded	Excluded	Excluded	n/a	Excluded	Excluded
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	SLO, Common Core Algebra Regents from Task 2	Excluded due to use of SPG	Transition Required subcomponent	Weighted combination of principal/supervisor and independent evaluator observations		Original Required subcomponent	Combination of both Transition category ratings, per the matrix
	Score	18	n/a	n/a	3.40	n/a	n/a	n/a
	Rating	Highly Effective	n/a	Highly Effective	Effective	n/a	Effective	Highly Effective
	Submit	TREQSP = 18	Do not submit	Do not submit	TREQOB = 3.40	Do not submit	Do not submit	TOCR04 leave score blank

Example: K-5 Art Teacher (**transition only**)

Neither Optional Subcomponent Used

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. Original or transition? 2. SPG or SLO? 3. Based on NYS 3-8 ASM or SPG? 4. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-3. Task 2 4. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SLO, school-wide measure based on 4-5 NYS ELA/math, excluded – transition scores/rating only		Excluded	Excluded		Excluded	Excluded
	Score	Excluded	n/a	n/a	Excluded	n/a	n/a	n/a
	Rating	Excluded	n/a	Excluded	Excluded	n/a	Excluded	Excluded
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	Alternate SLO		Transition Required subcomponent	Weighted combination of principal/supervisor and independent evaluator observations		Transition Required subcomponent	Combination of both Transition category ratings, per the matrix
	Score	16	n/a	n/a	3.44	n/a	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	Submit	TREQSP = 16	Do not submit	Do not submit	TREQOB = 3.44	Do not submit	Do not submit	TOCR03 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 school-wide 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		

- Because this measure is based on NYS 3-8 ELA/math assessments, it is excluded – this educator should receive ONLY transition scores/rating.**
- Nothing should be submitted or given to the teacher for the Original Required Student Performance subcomponent (REQSP), the Original Required Teacher Observation subcomponent (REQOB), or the Original Overall Rating (OCR).**

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

- The K-5 art teacher requires transition **scores/rating** based on the use of the school-wide 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 identified in Task 2 Transition of the APPR plan, along with parameters for targets and the scoring ranges for 0-20 calculations.
 - The LEA will have to define the process for setting SLO targets based on one year of growth.
 - 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, 81% 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 16 and is Effective.
 - A score of 16 should be submitted for the Transition Required Student Performance subcomponent (TREQSP=16); the educator should receive both a score of 16 and an Effective rating.
 - Since the Optional subcomponent is not used, an Effective rating should also be given to the teacher for the Transition Student Performance category rating; however, nothing should be submitted for the category rating.

	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 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 Transition 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; **a score of 3.44 should be submitted for the Transition Required Teacher Observation subcomponent (TREQOB=3.44)**; the teacher should receive the score of 3.44 and an Effective rating.
- Since the Optional subcomponent is not used, an Effective rating is also given to the teacher for the Transition Teacher Observation category rating; however, **nothing should be submitted for the category rating.**

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 – Transition Overall Rating

- To determine the Transition Overall Rating, the category ratings are applied to the Evaluation matrix:
 - Transition Student Performance category = Effective
 - Transition Teacher Observation category = Effective

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 **Transition Overall Rating** is Effective, which should be given to the teacher and submitted (**TOCR03, no score**).

Example: Grade 5 Teacher (**transition only**)

Opt-out Prevents Receipt of SPG, Optional Observation Used

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. Original or Transition? 2. SPG or SLO? 3. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-2. Task 2 3. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SPG, opt-out prevented receipt of score, however, only transition scores/rating should be given		Excluded	Excluded		Excluded	Excluded
	Score	n/a	n/a	n/a	Excluded	Excluded	n/a	n/a
	Rating	n/a	n/a	n/a	Excluded	Excluded	Excluded	n/a
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	Alternate SLO		Transition 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 Transition category ratings, per the matrix
	Score	16	n/a	n/a	3.40	3.30	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	Submit	TREQSP = 16	Do not submit	Do not submit	TREQOB = 3.40	TOPTOB = 3.30	Do not submit	TOCR03 leave score blank

Example: Grade 7 Math Teacher (transition only)

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. Original or Transition? 2. SPG or SLO? 3. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-2. Task 2 3. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
ORIGINAL	Basis	SPG, excluded – transition scores and ratings only	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded
	Score	Excluded	Excluded	n/a	Excluded	Excluded	n/a	n/a
	Rating	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	Not needed as the optional subcomponent can be used	Supplemental assessment	Transition Optional subcomponent	Weighted combination of principal/supervisor and independent evaluator observations	Peer observation(s)	90% Required subcomponent + 10% Optional subcomponent (3.39)	Combination of both Transition category ratings, per the matrix
	Score	n/a	16	n/a	3.40	3.30	n/a	n/a
	Rating	n/a	Effective	Effective	Effective	Effective	Effective	Effective
	Submit	Do not submit	TOPTSP = 16	Do not submit	TREQOB = 3.40	TOPTOB = 3.30	Do not submit	TOCR03 leave score blank

Example: Grade 2 Teacher – Original Student Performance Category (*Optional Subcomponent Not Used*)

- Per Task 2 of the APPR plan, the grade 2 teacher’s SLO is a teacher-specific measure based on a third party assessment (approved through the assessment RFQ).

	Measure	State or Regents Assessment(s)	Locally-Developed Course-Specific Assessment(s)	Third Party Assessment(s)
2 ELA	Teacher-specific results			<input checked="" type="checkbox"/> i-Ready Diagnostic
2 Math	Teacher-specific results			<input checked="" type="checkbox"/> i-Ready Diagnostic

- Parameters for SLO targets and the score ranges for 0-20 calculations are included in the APPR plan.
 - The LEA will have to define the process for setting SLO targets, which must be based on one year of growth.
 - Example: Percentage of students meeting their individual growth target on the i-Ready Diagnostic assessment, which was set using baseline data.

Example: Grade 2 Teacher – Original 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 and is in the Highly Effective range.
 - A score of 18 should be submitted for the Original Required Student Performance subcomponent (REQSP=18); the educator should receive both a score of 18 and a Highly Effective rating.
 - Since the Optional subcomponent is not used, a Highly Effective rating should also be given to the teacher for the Original Student Performance category rating; however, nothing should be submitted for the category rating.

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

Example: Grade 2 Teacher – Original Teacher Observation Category (*Optional Subcomponent Not Used*)

- The principal observation results in a score of 3.3 and the independent evaluator observations yields a 3.5.

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 3.40.

- Per the HEDI ranges identified in the APPR plan, a 3.40 is in the Effective range; a score of 3.40 should be submitted for the Original Required Teacher Observation subcomponent (REQOB=3.40); the teacher should receive the score of 3.40 and an Effective rating.
- Since the Optional subcomponent is not used, an Effective rating is also given to the teacher for the Original Teacher Observation category rating; however, nothing should be submitted for the category rating.

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: Grade 2 Teacher – Original Overall Rating

- To determine the Original Overall rating, the category ratings are applied to the Evaluation matrix:
 - Original Student Performance category = Highly Effective
 - Original Teacher Observation category = Effective

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 Highly Effective, which should be given to the teacher and submitted (**OCR04, no score**).

Example: K-5 Principal (transition only)

Neither Optional Subcomponent Used

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
Questions		1. Original or Transition? 2. SPG or SLO? 3. Transition?	Used?	Subcomponent weight?	1. Weight of supervisor/ administrator, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-2. Task 7 3. Task 7 Transition	Task 8	Task 8	Task 9	Task 9	Task 9	
ORIGINAL	Basis	SPG, excluded – transition scores and ratings only		Excluded	Excluded		Excluded	Excluded
	Score	Excluded	n/a	n/a	Excluded	n/a	n/a	n/a
	Rating	Excluded	n/a	Excluded	Excluded	n/a	Excluded	Excluded
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	Alternate SLO		Transition Required subcomponent	Weighted combination of superintendent/supervisor and independent evaluator observations		Transition Required subcomponent	Combination of both Transition category ratings, per the matrix
	Score	16	n/a	n/a	3.40	n/a	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	Submit	TREQSP = 16	Do not submit	Do not submit	TREQOB = 3.40	Do not submit	Do not submit	TOCR03 leave score blank

Example: 6-8 Principal (transition only)

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. Original or Transition? 2. SPG or SLO? 3. Transition?	Used?	Subcomponent weight?	1. Weight of supervisor/ administrator, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-2. Task 7 3. Task 7 Transition	Task 8	Task 8	Task 9	Task 9	Task 9	
ORIGINAL	Basis	SPG, excluded – transition scores and ratings only	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded
	Score	Excluded	Excluded	n/a	Excluded	Excluded	n/a	n/a
	Rating	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	Not needed as the optional subcomponent can be used	Supplemental assessment	Transition Optional subcomponent	Weighted combination of superintendent/supervisor and independent evaluator observations	Peer observation(s)	90% Required subcomponent + 10% Optional subcomponent (3.39)	Combination of both Transition category ratings, per the matrix
	Score	n/a	16	n/a	3.40	3.30	n/a	n/a
	Rating	n/a	Effective	Effective	Effective	Effective	Effective	Effective
	Submit	Do not submit	TOPTSP = 16	Do not submit	TREQOB = 3.40	TOPTOB = 3.30	Do not submit	TOCR03 leave score blank

Example: 9-12 Principal (transition only)

Neither Optional Subcomponent 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. Original or Transition? 2. SPG or SLO? 3. Transition?	Used?	Subcomponent weight?	1. Weight of supervisor/ administrator, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
Answers		1-2. Task 7 3. Task 7 Transition	Task 8	Task 8	Task 9	Task 9	Task 9	
ORIGINAL	Basis	SPG, excluded – transition scores and ratings only		Excluded	Excluded		Original Required subcomponent	Excluded
	Score	Excluded	n/a	n/a	Excluded	n/a	n/a	n/a
	Rating	Excluded	n/a	Excluded	Excluded	n/a	Excluded	Excluded
	Submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit	Do not submit
TRANSITION	Basis	Back-up SLO based on all applicable Regents is required		Transition Required subcomponent	Weighted combination of superintendent/supervisor and independent evaluator observations		Transition Required subcomponent	Combination of both Transition category ratings, per the matrix
	Score	16	n/a	n/a	3.40	n/a	n/a	n/a
	Rating	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	Submit	TREQSP = 16	Do not submit	Do not submit	TREQOB = 3.40	Do not submit	Do not submit	TOCR03 leave score blank

Resources

- Memo Regarding the 2019 Amendment to Education Law §3012-d: <https://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>
- Resources for Closeout of 2018-19 APPR: <https://www.engageny.org/resource/resources-closeout-2018-19-appr>
- Approved APPR Plans: <http://usny.nysed.gov/rttt/teachers-leaders/plans/>
- SIRS Manual: <http://www.p12.nysed.gov/irs/sirs/>
- 2018-19 Templates & Code Changes: <http://p12.nysed.gov/irs/vendors/home.html>
- Reporting 2018-19 School Year Data in SIRS: <http://www.p12.nysed.gov/irs/documents/2018-19SIRSReportingMemo.pdf>
- APPR Related Questions or Concerns: EducatorEval@nysed.gov

