

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)):

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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.

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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