



New York State  
EDUCATION DEPARTMENT

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Knowledge > Skill > Opportunity

# Staff Evaluation Rating Reporting 2017-18

Education Law §3012-d

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# Staff Evaluation Data Submission

*The Department has reduced the number of data elements LEAs are required to submit for the staff evaluation data collection, however, all educators must receive a full set of scores and ratings for their APPR results.*

*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.*

# Reminders from 2016-17

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- **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 2017-18 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.*

# New to 2017-18

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

***Note: Educators will still receive 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 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

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- **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 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.*



# Original Scores and Ratings

## Potentially 5 Original Scores and Ratings to be Submitted for all 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
<b>REQSP</b>	Required student performance subcomponent	value from 0-20
<b>OPTSP</b>	Optional student performance subcomponent	value from 0-20
<b>REQOB</b>	Required teacher observation/principal school visit subcomponent	value of 0 or from 1.00-4.00
<b>OPTOB</b>	Optional teacher observation/principal school visit subcomponent	value from 1.00-4.00
<b>OCR01</b>	Overall rating - Ineffective	leave blank
<b>OCR02</b>	Overall rating - Developing	leave blank
<b>OCR03</b>	Overall rating - Effective	leave blank
<b>OCR04</b>	Overall rating - Highly Effective	leave blank



# Transition Scores and Ratings

## Potentially 5 Transition Scores and 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 (as applicable)
4.	Transition Optional Teacher Observation/Principal School Visit subcomponent	1-4 score (as applicable)

### Overall

5.*	Overall	rating only (as applicable)
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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
<b>TREQSP</b>	Required student performance subcomponent - Transition	value from 0-20
<b>TOPTSP</b>	Optional student performance subcomponent - Transition	value from 0-20
<b>TREQOB</b>	Required teacher observation/principal school visit subcomponent - Transition	value of 0 or from 1.00-4.00
<b>TOPTOB</b>	Optional teacher observation/principal school visit subcomponent - Transition	value from 1.00-4.00
<b>TOCR01</b>	Overall rating – Ineffective - Transition	leave blank
<b>TOCR02</b>	Overall rating – Developing - Transition	leave blank
<b>TOCR03</b>	Overall rating – Effective - Transition	leave blank
<b>TOCR04</b>	Overall rating - Highly Effective - Transition	leave blank

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# 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)
- Oakfield-Alabama CSD (teachers)
- 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 2017-18?**
- **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)
- South Country 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
<b>Highly Effective</b>	3.50 to 3.75	4.00
<b>Effective</b>	2.50 to 2.75	3.49 to 3.74
<b>Developing</b>	1.50 to 1.75	2.49 to 2.74
<b>Ineffective</b>	0.00	1.49 to 1.74



# Original Scores and Ratings

## Potentially 7 Original Scores and Ratings to be Distributed to All 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 (unless an SPG was not received due to opt out; in this case only 4 and 6 should be given, 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.*

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# 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 (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	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
<b>ORIGINAL</b>	<b>Basis</b>	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
	<b>Score</b>	17	n/a	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	<b>Submit</b>	<b>REQSP = 17</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>REQOB = 3.40</b>	<b>OPTOB = 3.30</b>	<b>Do not submit</b>	<b>OCR03 leave score blank</b>
<b>TRANSITION</b>	<b>Basis</b>	Alternate SLO		Transition Required subcomponent	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	16	n/a	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	<b>Submit</b>	<b>TREQSP = 16</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TREQOB = 3.40</b>	<b>TOPTOB = 3.30</b>	<b>Do not submit</b>	<b>TOCR03 leave score blank</b>

# Example: High School Algebra 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	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
<b>ORIGINAL</b>	<b>Basis</b>	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
	<b>Score</b>	18	16	n/a	3.4	n/a	n/a	n/a
	<b>Rating</b>	Highly Effective	Effective	Effective	Effective	n/a	Effective	Effective
	<b>Submit</b>	<b>REQSP= 18</b>	<b>OPTSP = 16</b>	<b>Do not submit</b>	<b>REQOB = 3.40</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>OCR03 leave score blank</b>
<b>TRANSITION</b>	<b>Basis</b>	Same as original	Excluded due to use of SPG	Transition Required subcomponent	Same as original		Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	18	n/a	n/a	3.4	n/a	n/a	n/a
	<b>Rating</b>	Highly Effective	n/a	Highly Effective	Effective	n/a	Effective	Highly Effective
	<b>Submit</b>	<b>TREQSP = 18</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TREQOB = 3.40</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TOCR04 leave score blank</b>

# 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	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
<b>ORIGINAL</b>	<b>Basis</b>	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
	<b>Score</b>	15	n/a	n/a	3.44	n/a	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	<b>Submit</b>	<b>REQSP = 15</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>REQOB = 3.44</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>OCR03 leave score blank</b>
<b>TRANSITION</b>	<b>Basis</b>	Alternate SLO		Transition Required subcomponent	Same as original		Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	16	n/a	n/a	3.44	n/a	n/a	n/a
	<b>Rating</b>	Effective	n/a	Highly Effective	Effective	n/a	Effective	Highly Effective
	<b>Submit</b>	<b>TREQSP = 16</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TREQOB = 3.44</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TOCR04 leave score blank</b>

# 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		

- Parameters for SLO targets and the score ranges for 0-20 calculations are included in the APPR plan.
  - The LEA will have to define 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 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 and is in the Effective range.
  - A score of 15 should be submitted for the Original Required Student Performance subcomponent (REQSP=15); the educator should receive both a score of 15 and an Effective rating.
  - Since the Optional subcomponent is not used, an 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
<b>H</b>	18	20
<b>E</b>	15	17
<b>D</b>	13	14
<b>I</b>	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; a score of 3.44 should be submitted for the Original Required Teacher Observation subcomponent (REQOB=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 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: 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
  - 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 Effective, which should be given to the teacher and submitted (**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 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 Original Required Student Performance subcomponent (REQSP=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 Original Student Performance category rating; however, nothing should be submitted for the category rating.

	Overall Student Performance Category Score and Rating	
	Minimum	Maximum
<b>H</b>	18	20
<b>E</b>	15	17
<b>D</b>	13	14
<b>I</b>	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; the subcomponent score of 3.44 and Effective rating and Effective category rating should be given to the teacher, but **only the subcomponent score should be submitted (TREQOB=3.44)**.
- 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

		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	<b>E</b>	E	D
	Developing (D)	E	E	D	I
	Ineffective (I)	D*	D*	I	I

- The resulting **Transition Overall rating** is Effective (TOCR03, no score).

# Example: K-5 Art Teacher – Staff Evaluation Template

STAFF DISTRICT CODE	STAFF ID	EVALUATION CRITERIA CODE	SCHOOL YEAR DATE	REPORTING DATE	EVALUATION REVIEW DATE	EVALUATION CRITERIA RATING CODE	EVALUATION CRITERIA RATING POINTS	EVALUATION PERIOD START DATE	EVALUATION PERIOD END DATE	EVALUATOR STAFF ID	EVALUATOR DISTRICT CODE	EVALUATOR COMMENT	ALTERNATE STAFF ID	EVALUATION GROUP CODE
NY123456	001234567	REQSP	2017-06-30	2017-06-30		NA	16							3012d
NY123456	001234567	REQOB	2017-06-30	2017-06-30		NA	3.44							3012d
NY123456	001234567	OCR03	2017-06-30	2017-06-30		NA	<i>Leave blank</i>							3012d
NY123456	001234567	TREQSP	2017-06-30	2017-06-30		NA	16							3012d
NY123456	001234567	TREQOB	2017-06-30	2017-06-30		NA	3.44							3012d
NY123456	001234567	TOCR03	2017-06-30	2017-06-30		NA	<i>Leave blank</i>							3012d

**Original Student Performance** (points to first three rows)

**Original Teacher Observation** (points to first three rows)

**Original Overall rating** (points to last three rows)

**Transition Records** (points to last three rows)

# Example: Grade 5 Teacher (original/transition)

## *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	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/ supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
<b>ORIGINAL</b>	<b>Basis</b>	SPG, however, opt-out prevented receipt of score		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
	<b>Score</b>	n/a	n/a	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	n/a	n/a	n/a	Effective	Effective	Effective	n/a
	<b>Submit</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>REQOB = 3.40</b>	<b>OPTOB = 3.30</b>	<b>Do not submit</b>	<b>Do not submit</b>
<b>TRANSITION</b>	<b>Basis</b>	Alternate SLO		Transition Required subcomponent	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	16	n/a	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	Effective	Effective	Effective
	<b>Submit</b>	<b>TREQSP = 16</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TREQOB = 3.40</b>	<b>TOPTOB = 3.30</b>	<b>Do not submit</b>	<b>TOCR03 leave score blank</b>

# 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	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of principal/supervisor and independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 2 2. Task 2 Transition	Task 3	Task 3	Task 4	Task 4	Task 4	
<b>ORIGINAL</b>	<b>Basis</b>	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
	<b>Score</b>	17	16	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	Effective	Effective	Effective	Effective	Effective	Effective	Effective
	<b>Submit</b>	<b>REQSP = 17</b>	<b>OPTSP = 16</b>	<b>Do not submit</b>	<b>REQOB = 3.40</b>	<b>OPTOB = 3.30</b>	<b>Do not submit</b>	<b>OCR03 leave score blank</b>
<b>TRANSITION</b>	<b>Basis</b>	Not needed as there is a remaining Student Performance measure	Same as original	Transition Required subcomponent	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	n/a	16	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	n/a	Effective	Effective	Effective	Effective	Effective	Effective
	<b>Submit</b>	<b>Do not submit</b>	<b>TOPTSP = 16</b>	<b>Do not submit</b>	<b>TREQOB = 3.40</b>	<b>TOPTOB = 3.30</b>	<b>Do not submit</b>	<b>TOCR03 leave score blank</b>



# Example: K-5 Principal (original/transition)

## *Neither Optional Subcomponent Used*

		Student Performance			Teacher Observation/Principal School Visits			Overall
		Required subcomponent	Optional subcomponent	Category	Required subcomponent	Optional subcomponent	Category	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of supervisor/ administrator, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 7 2. Task 7 Transition	Task 8	Task 8	Task 9	Task 9	Task 9	
<b>ORIGINAL</b>	<b>Basis</b>	SPG		Original Required subcomponent	Weighted combination of superintendent/supervisor and independent evaluator observations		Original Required subcomponent	Combination of both Original category ratings, per the matrix
	<b>Score</b>	15	n/a	n/a	3.4	n/a	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	<b>Submit</b>	<b>REQSP = 15</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>REQOB = 3.40</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>OCR03 leave score blank</b>
<b>TRANSITION</b>	<b>Basis</b>	Alternate SLO		Transition Required subcomponent	Same as original		Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	16	n/a	n/a	3.4	n/a	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	<b>Submit</b>	<b>TREQSP = 16</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TREQOB = 3.40</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TOCR03 leave score blank</b>

# Example: 6-8 Principal (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	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of supervisor/ administrator, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 7 2. Task 7 (assurance)	Task 8	Task 8	Task 9	Task 9	Task 9	
<b>ORIGINAL</b>	<b>Basis</b>	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
	<b>Score</b>	17	16	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	Effective	Effective	Effective	Effective	Effective	Effective	Effective
	<b>Submit</b>	<b>REQSP = 17</b>	<b>OPTSP = 16</b>	<b>Do not submit</b>	<b>REQOB = 3.40</b>	<b>OPTOB = 3.30</b>	<b>Do not submit</b>	<b>OCR03 leave score blank</b>
<b>TRANSITION</b>	<b>Basis</b>	Not needed as there is a remaining Student Performance measure	Supplemental assessment	Transition Optional subcomponent	Same as original	Same as original	Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	n/a	16	n/a	3.4	3.3	n/a	n/a
	<b>Rating</b>	n/a	Effective	Effective	Effective	Effective	Effective	Effective
	<b>Submit</b>	<b>Do not submit</b>	<b>TOPTSP = 16</b>	<b>Do not submit</b>	<b>TREQOB = 3.40</b>	<b>TOPTOB = 3.30</b>	<b>Do not submit</b>	<b>TOCR03 leave score blank</b>



# Example: 9-12 Principal (original/transition)

*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	
<b>Questions</b>		1. SPG or SLO? 2. Transition?	Used?	Subcomponent weight?	1. Weight of supervisor/ administrator, independent evaluator? 2. HEDI ranges?	Used?	Subcomponent weight?	
<b>Answers</b>		1. Task 7 2. Task 7 (assurance)	Task 8	Task 8	Task 9	Task 9	Task 9	
<b>ORIGINAL</b>	<b>Basis</b>	SPG		Original Required subcomponent	Weighted combination of superintendent/supervisor and independent evaluator observations		Original Required subcomponent	Combination of both Original category ratings, per the matrix
	<b>Score</b>	17	n/a	n/a	3.4	n/a	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	<b>Submit</b>	<b>REQSP = 17</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>REQOB = 3.40</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>OCR03 leave score blank</b>
<b>TRANSITION</b>	<b>Basis</b>	Back-up SLO based on all applicable Regents is required		Transition Required subcomponent	Same as original		Same as original	Combination of both Transition category ratings, per the matrix
	<b>Score</b>	16	n/a	n/a	3.4	n/a	n/a	n/a
	<b>Rating</b>	Effective	n/a	Effective	Effective	n/a	Effective	Effective
	<b>Submit</b>	<b>TREQSP = 16</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TREQOB = 3.40</b>	<b>Do not submit</b>	<b>Do not submit</b>	<b>TOCR03 leave score blank</b>

# Resources

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- 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 2017-18 APPR: <https://www.engageny.org/resource/resources-closeout-2017-18-appr>
- Approved APPR Plans: <http://usny.nysed.gov/rttt/teachers-leaders/plans/>
- SIRS Manual: <http://www.p12.nysed.gov/irs/sirs/>
- 2017-18 Templates & Code Changes: <http://p12.nysed.gov/irs/vendors/home.html>
- Reporting 2017-18 School Year Data in SIRS: <http://www.p12.nysed.gov/irs/documents/Revised2017-18SIRSReportingMemo10-17-17.pdf>
- APPR Related Questions or Concerns: [EducatorEval@nysed.gov](mailto:EducatorEval@nysed.gov)

