

Eastern Suffolk BOCES

Evaluation Updates

October 25, 2024

Presented by:

Monique Roberts & Catherine Casey

Office of Educator Quality and Professional Development



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

Overview of Presentation

- 01 Evaluation Plans in the 2024-25 SY
- 02 Vision for Education Law § 3012-e
- 03 §3012-d vs. STEPS Plan: Key Differences
- 04 Designing a STEPS Plan



NYS-STEPS PLAN

Standards-Based Evaluation and Professional Support

Evaluation Plans in the 2024-25 SY

- **NO** changes to currently approved plans.
- LEAs may still make material changes under normal [requirements of EL § 3012-d](#).
- LEAs can keep their 3012-d plans until the 2031-32 SY but must transition to a STEPS plan by June 30, 2032.
- For more info on, please see this [Q&A](#).

Can LEAs adopt a STEPS plan in the 24-25 SY?

- Possibly.
- The regulations will go before the Board of Regents for discussion in November. Once the regulations are adopted, SED will issue guidance and the form will be available in the Business Portal.
- LEAs are advised to **wait** until regulations are adopted to design or negotiate a STEPS plan.



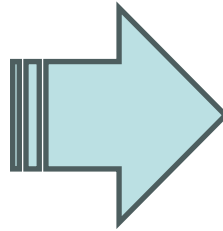
The Vision for STEPS Plans

- LEAs have the flexibility to design meaningful evaluation systems
 - Multiple Measures of Evaluation
 - Teaching and Leadership Standards & Culturally Responsive – Sustaining Education Framework
- Supporting Professional Learning & Growth
 - Comprehensive System of Professional Learning
 - LEAs will provide PL for identified areas of growth

Role of NYS Teaching & Leadership Standards

§3012-d

- **Approved rubrics** for observations are broadly aligned to NYS Teaching Standards and Educational Leadership Standards.
- By 2025-26 SY, all plans need to be using principal practice rubrics aligned to the **PSELS** adopted by the Board of Regents.



STEPS

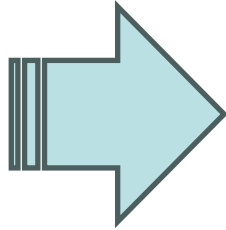
- The NYS Teaching Standards and Professional Standards for Educational Leaders (PSELS, New York Version) are the foundation of the STEPS plan.
- Teachers and principals will be assessed on **each standard** and will receive an **overall score** based on the scores received on each of the individual standards.

Multiple Measures of Assessing the Standards

§3012-d

Teachers and principal performance is measured by:

- Student Assessment Data (SLOs)
- and
- Observation/School Visits



STEPS

- Multiple measures will be used to assess teacher and principal performance across the standards
- Observations/School Visits are required
- Other measures may include:
 - Portfolios
 - Surveys/Feedback
 - Goal-setting and Attainment
 - Student Outcome Data
 - Student Growth Goals
 - IEP Goals
 - Student Achievement Goals
 - Performance Index
 - Statistical Growth Measures
 - Student Portfolios
 - Teacher or Principal Projects
 - Other LEA-developed Measures



Consider

The goal of an evaluation measure is to identify educators' strengths and opportunities for their professional growth within the applicable teaching/leadership standards.

NYS Teaching Standards

- | | |
|---|--|
| 1 | Knowledge of Students and Student Learning: Teachers acquire knowledge of each student, and demonstrate knowledge of student development and learning to promote achievement for all students |
| 2 | Knowledge of Content and Instructional Planning: Teachers know the content they are responsible for teaching, and plan instruction that ensures growth and achievement for all students. |
| 3 | Instructional Practice: Teachers implement instruction that engages and challenges all students to meet or exceed the learning standards |
| 4 | Learning Environment: Teachers work with all students to create a dynamic learning environment that supports achievement and growth. |
| 5 | Assessment for Student Learning: Teachers use multiple measures to assess and document student growth, evaluate instructional effectiveness, and modify instruction. |
| 6 | Professional Responsibilities and Collaboration: Teachers demonstrate professional responsibility and engage relevant stakeholders to maximize student growth, development, and learning. |
| 7 | Professional Growth: Teachers set informed goals and strive for continuous professional growth. |

**Choose one of the
teaching standards.
What measure(s)
would you choose to
evaluate it?**

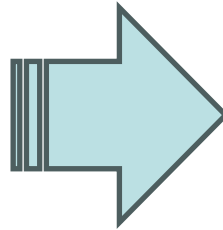
Join by QR code
Scan with your camera app



Required Observations / School Visits

§3012-d

- All educators are required to have a minimum of two (2) observations/school visits annually:
 - 1 of the observations must be **unannounced**
 - 1 must be by a **supervisor** or their designee
 - 1 must be by an impartial **independent evaluator**



STEPS

- LEAs have more flexibility to design their own procedures for observation / school visits.
- Introduces an "evaluation cycle"
- All educators must have **more than one** observation/school visit across their **evaluation cycle**.

Scoring of the Evaluation System

§3012-d

Student performance category

- Score based on % of students' that met their growth target
- % achieved applied to conversion chart
- Results in a score of H, E, D or I

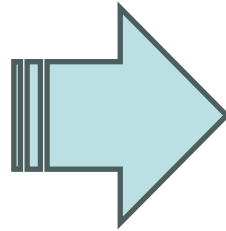


Observation/School visit category

- Scored with approved rubric
- Gives a score of 1-4
- Results in a score of H, E, D or I



**SED Matrix provides
HEDI rating**



STEPS

- LEAs **create their own scoring system** based on local expectations of teaching and leadership, resulting in Level 1-4 score on **each** standard and an **overall rating** of Level 1-4

LEAs will determine:

- A system of scoring for each standard
- How to combine the standards to get an overall rating
- Overall ratings must be based on all standards (not a subset of standards)

Evaluation Cycles and Tenure Status

STEPS

Probationary teachers and principals are required to:

- Receive a Level 1-4 score on each of the NYS Teaching Standards and PSELS on an annual basis, and
- Receive a Level 1-4 overall rating annually.

Tenured teachers and principals are required to:

- Receive a Level 1-4 score on all standards but may do so across a cycle, and
- Receive a Level 1-4 overall rating across the evaluation cycle.

Consider

How long should a tenured teacher or principal's evaluation cycle be?

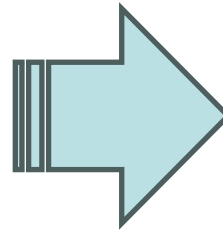
Join by QR code
Scan with your camera app



Professional Learning System & Support Plans

§3012-d

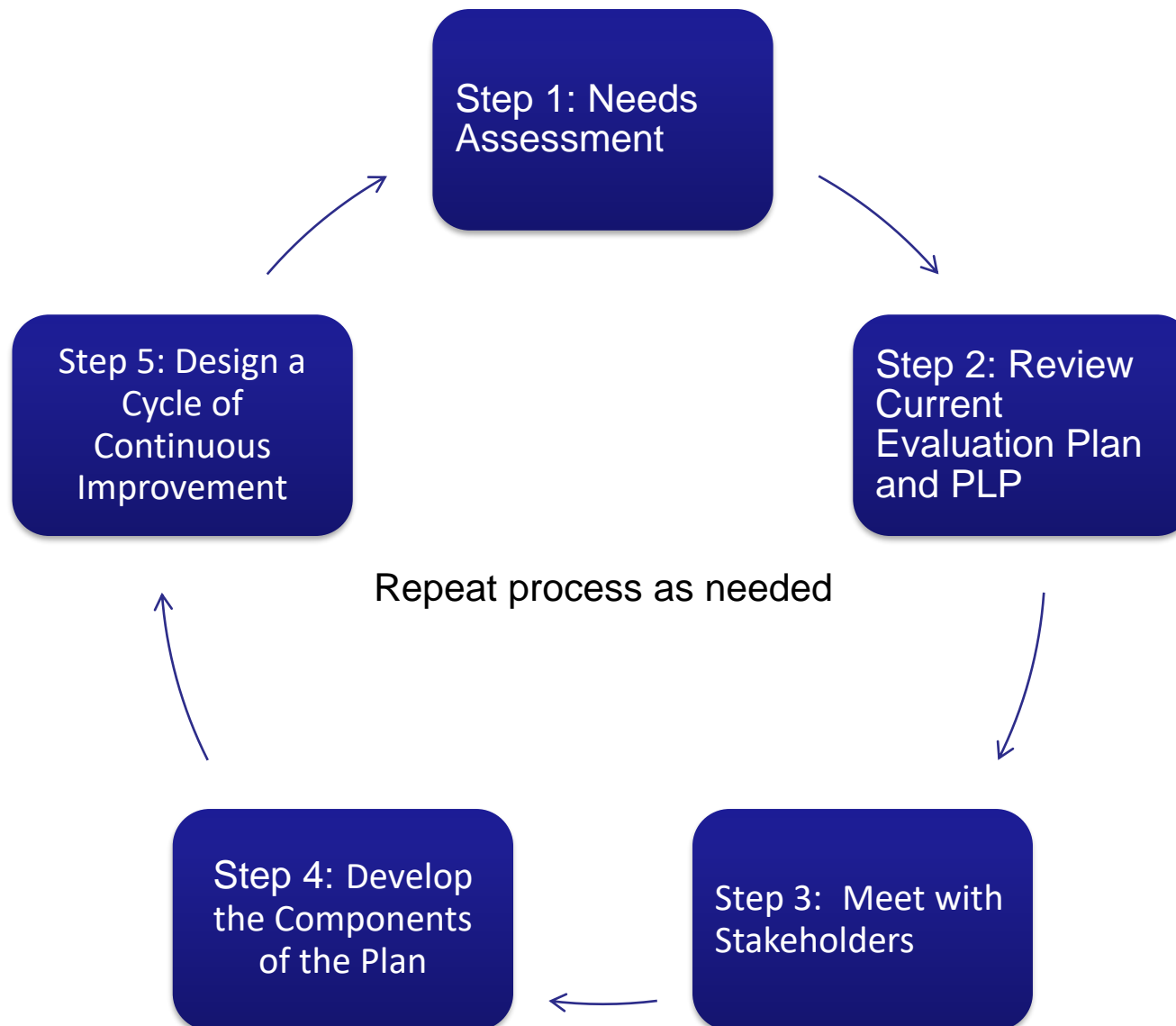
- PL Plan developed separately from educator evaluation plan
- "Ineffective" and "Developing" teachers/principals must have a TIP or PIP



STEPS

- Professional learning system for **all teachers and principals** is developed as part of a LEA's STEPS plan.
- Teachers and principals that receive an overall rating of Level 1 or 2 are required to receive a **personalized professional support plan**.

Steps for Your STEPS Plan



Questions?

Join by QR code
Scan with your camera app



Contact Us

Evaluation Questions: EducatorEval@nysed.gov

Resources for Educator Evaluation Plans are available on the [Office of Educator Quality and Professional Development](#) website.