



# Updates on the New York State Standards-based Educator Evaluation and Professional Support(NYS- STEPS) System

**December 6, 2024**

Alex Trikalinos,

Assistant Commissioner for the Office of Teacher and Leader Development



New York State  
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

# NYSED Mission and Vision

---

**The mission of the New York State Education Department is to raise the knowledge, skill, and opportunity of all the people in New York. Our vision is to provide leadership for a system that yields the best educated people in the world.**

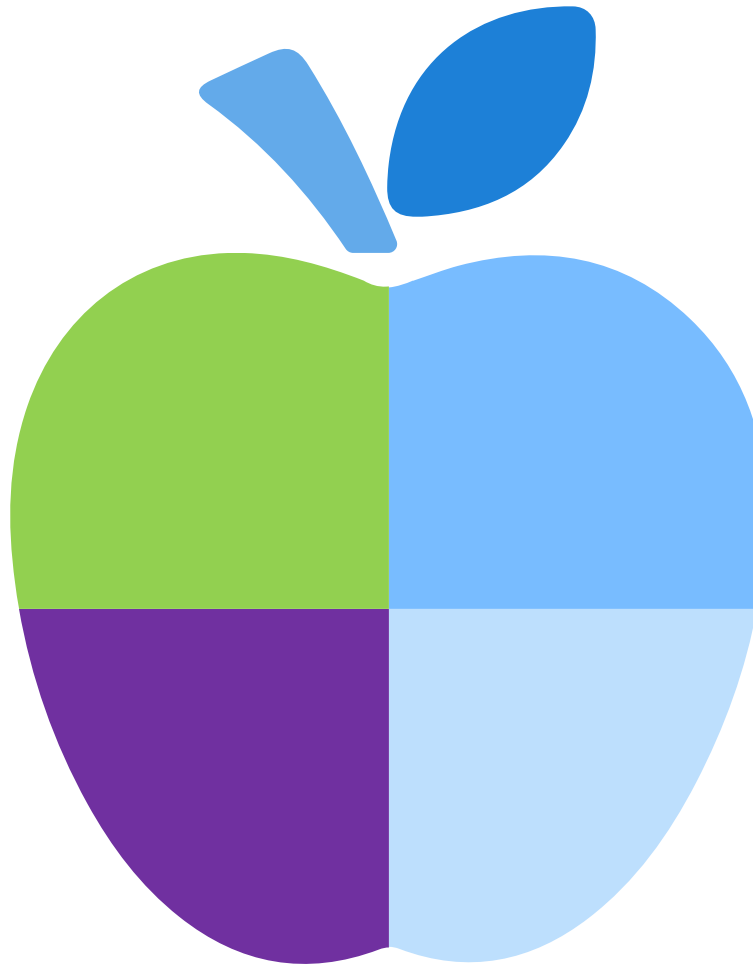


# How Does the Office of Teacher and Leader Development Support This Mission?

---

If we want all students to be successful, we must work to provide them with equitable access to school communities and resources that support their development.

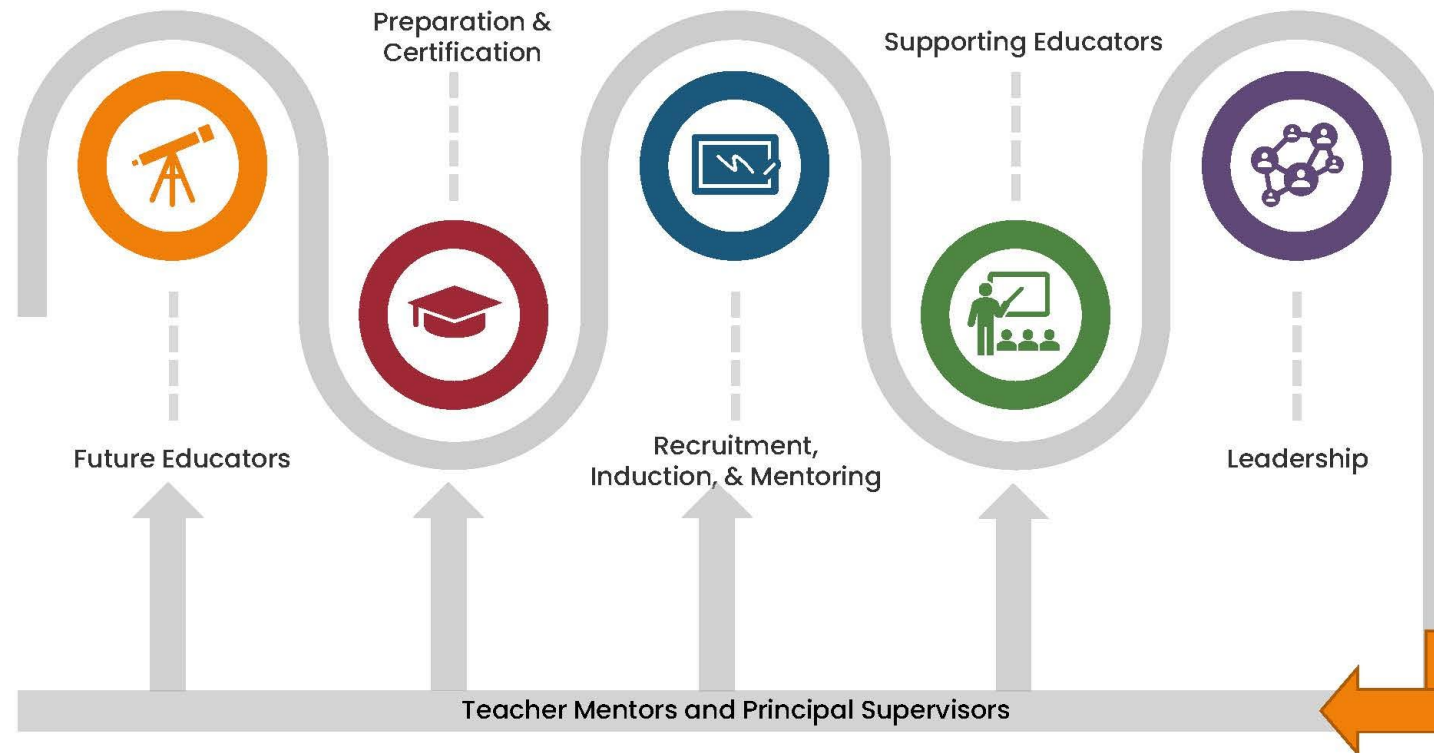
Teaching and school leadership are among the most important in-school factors that impact student success.



Therefore, we want to ensure that all students, regardless of demographics or zip code, have equitable access to great teachers and school leaders.

Three key barriers to accomplishing this goal are: educator turnover, shortages, and educator quality.

## Sustaining Educator Pipeline







## Vision for NYS-STEPS system

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

# STEPS Plan Requirements

Multiple  
Evaluation  
Measures

Teaching  
and  
Leadership  
Standards

Four  
Performance  
Levels

Systematic  
Professional  
Learning

Educator  
Training and  
Engagement

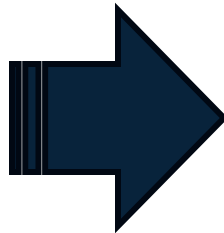
NYSED  
Review and  
Annual  
Reporting



# 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

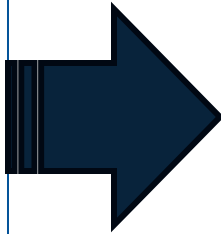
- The NYS Teaching Standards and Professional Standards for Educational Leaders (PSELS, New York Version) are the foundation of the STEPS plan.
- Teachers and principals will be assessed on **each standard** and will receive an **overall score** based on the scores received on each of the individual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

# Multiple Measures to Assess the Standards

## §3012-d

Teachers and principal performance is measured by:

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



## STEPS

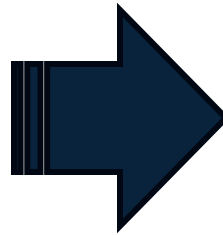
- Multiple measures will be used to assess teacher and principal performance across the standards
- Observations/School Visits are required
- Other measures may include:
  - Portfolios
  - Surveys
  - Goal Setting and Attainment
  - Student Outcome Data
    - Student Growth Goals
    - IEP Goals
   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



# 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
- Resulted in a score of H, E, D or I

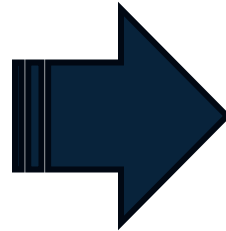


### Observation/School visit category

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



**SED Matrix provided  
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.

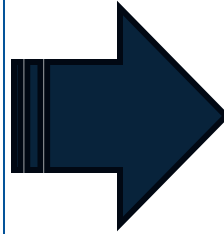
**Tenured teachers and principals are required to:**

- 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.

# 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**.

# Key Differences in Education Law 3012-e

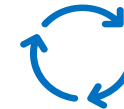
Locally-determined evaluation measures



LEA-designed observation system



Varying evaluation cycle lengths



LEA-defined expectations for teaching/leadership

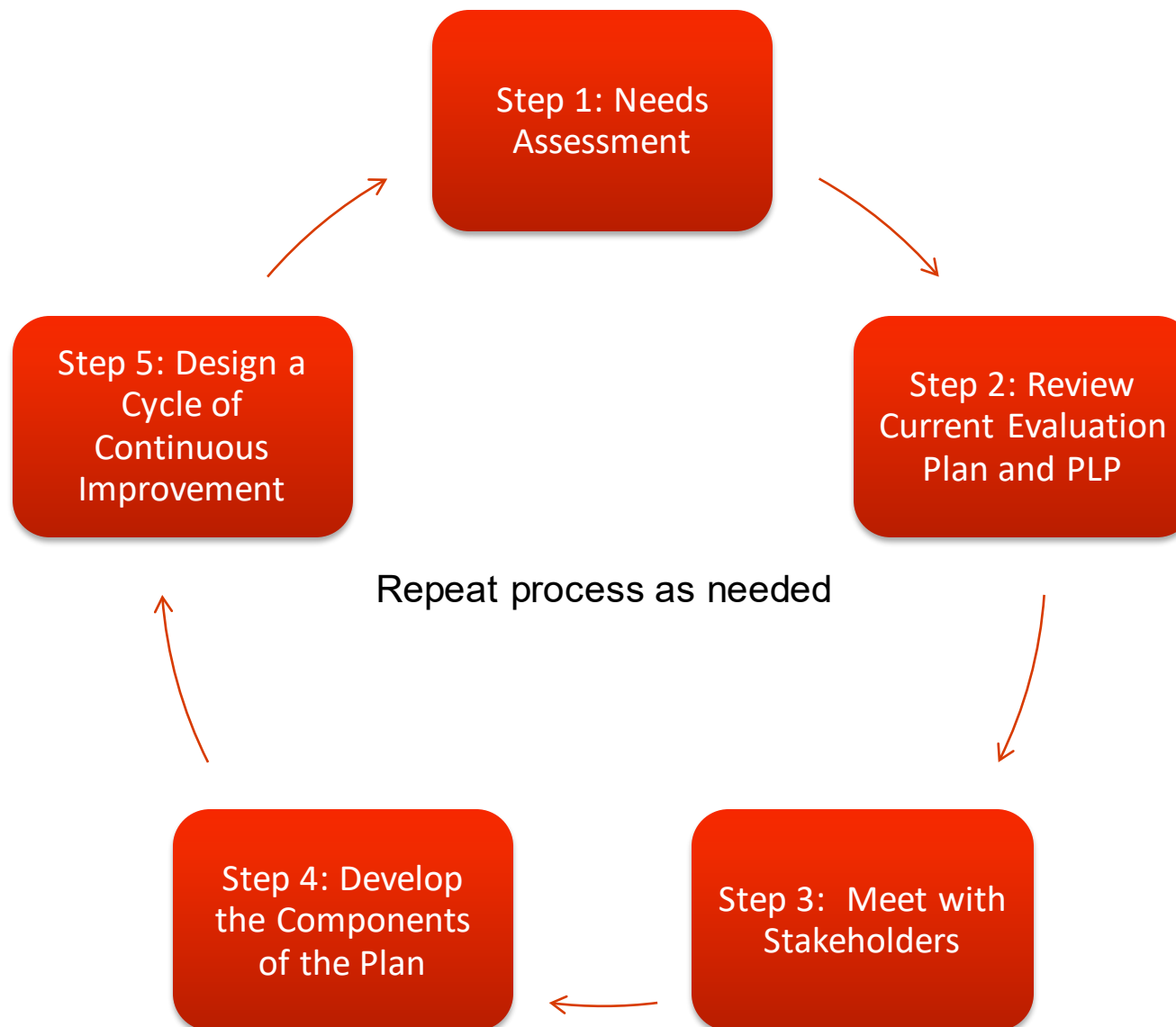


Focus on professional growth and support

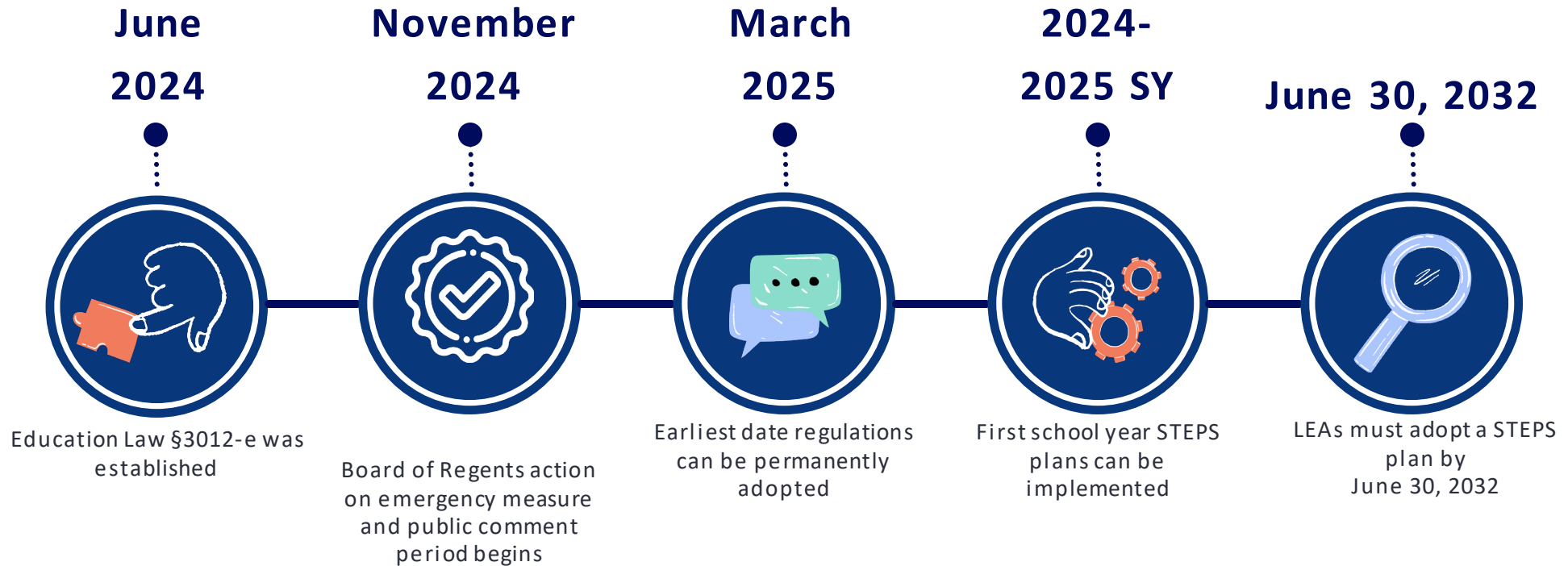




# Steps for Your STEPS Plan



# Implementation Timeline



## Contact Us

---

Evaluation Questions: [EducatorEval@nysed.gov](mailto:EducatorEval@nysed.gov)

Office of Teacher and Leader Development: [OTLD@nysed.gov](mailto:OTLD@nysed.gov)

Resources for Educator Evaluation Plans are available on the [Office of Educator Quality and Professional Development](#) website. For more information about the work of the Office of Teacher and Leader Development, please visit: [www.nysed.gov/teacher-leader-development](http://www.nysed.gov/teacher-leader-development)