

# Staff Evaluation Ratings APPR

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- ✓ Brief Overview of NY Evaluation System
- ✓ Required Subcomponents for Reporting
- ✓ Level 0 Required Fields
- ✓ What If's (reporting scenarios)
- ✓ Verifying SIRS-331
- ✓ Resources

**HEDI**

Highly Effective (H)
Effective (E)
Developing (D)
Ineffective (I)

**RIC Due Date in October**

<http://www.nysed.gov/educator-quality/resources-educator-evaluation-data-collection-and-submission>







## Overall Rating

**H**

**Highly Effective**

**OR04**

**E**

**Effective**

**OR03**

**D**

**Developing**

**OR02**

**I**

**Ineffective**

**OR01**





# Student Performance & Staff Observation

3

District calculates the number of points for both Student Performance and Teacher Observation

1

## Student Performance

	Student Performance Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
<b>H</b>	18	20
<b>E</b>	15	17
<b>D</b>	13	14
<b>I</b>	0	12

2

## Teacher Obs./Principal Visit

	Observation Score and Rating	
	<i>Minimum</i>	<i>Maximum</i>
<b>H</b>	3.5 – 3.75	4.0
<b>E</b>	2.5 – 2.75	3.49 – 3.74
<b>D</b>	1.5 – 1.75	2.49 – 2.74
<b>I</b>	0	1.49 – 1.74

3

Use the scoring bands to see where the educator falls (HED or I)



# The HEDI Matrix

- The Overall Rating is derived by using the matrix below.



3

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

- An educator's final **Overall** Score is decided by the combination of the **Student Performance Rating** and the **Teacher Observation Rating**.



# Staff Evaluation Reminders:

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## APPR Admin should check district APPR Plan

→ Educator Evaluation Plans | New York State Education Department

Educator Evaluation - Ed Law §3012-d, amended in 2019

Annual Professional Performance Review - Education Law §3012-d

Task 1. School District Information - Tasks 1.1, 1.2

Page Last Modified: 09/27/2016

1. The APPR Admin needs to see *which assessments are used* so they can calculate the Student Performance score.
2. The APPR Admin needs to check the Observation Rubric *scoring ranges* that were negotiated and agreed upon with the appropriate unions.
3. Districts are not waiting for Teacher Growth Scores. Those are for *informational purposes only* and should be distributed around early winter timeframe.



# Student Performance Assessments

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## Districts decide which assessments they will use to calculate the Student Performance Score (SLO)

### District A

#### Measures and Assessments

Use the table below to list all applicable principals with the corresponding measure and assessment(s).  
Choose "Add a Row" to include an additional group of principals with a different measure and assessment(s).

Building Configuration(s) for Applicable Principals <i>Select all that apply</i>	Measure	State or Regents Assessment(s) <i>Select all that apply</i>	Locally-developed Course-Specific Assessment(s) <i>Select all that apply</i>	Third Party Assessment(s) <i>Select all that apply</i>
<input checked="" type="checkbox"/> K-5	<input checked="" type="checkbox"/> Collectively attributed 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		
<input checked="" type="checkbox"/> 6-8	<input checked="" type="checkbox"/> Collectively attributed results	<input checked="" type="checkbox"/> Grade 6 ELA <input checked="" type="checkbox"/> Grade 7 ELA <input checked="" type="checkbox"/> Grade 8 ELA <input checked="" type="checkbox"/> Grade 6 Math <input checked="" type="checkbox"/> Grade 7 Math		
<input checked="" type="checkbox"/> 9-12	<input checked="" type="checkbox"/> Individually attributed results	<input checked="" type="checkbox"/> ELA Regents <input checked="" type="checkbox"/> Algebra I Regents <input checked="" type="checkbox"/> Living Environment Regents <input checked="" type="checkbox"/> US History		

### District B

Choose "Add Row" to include an additional group of teachers with a different measure and assessment(s).

Applicable Teachers <i>Select all that apply</i>	Measure <i>Prior to making a selection, please read the description of each measure provided above.</i>	State or Regents Assessment(s) <i>Select all that apply</i>	Locally-developed Course-Specific Assessment(s) <i>Select all that apply</i>	Third Party Assessment(s) <i>Select all that apply</i>	Applicable School or BOCES-Program <i>Please leave blank unless instructed by the Department to complete this column.</i>
<input checked="" type="checkbox"/> All teachers(all grade levels, subjects and courses)	<input checked="" type="checkbox"/> Collectively attributed results (program, school or district-wide measure)			<input checked="" type="checkbox"/> STAR Math	(No Response)



- Assessment(s) that are selected from the list of State-approved:

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%

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%



# Observation / School Visit Category

**These score ranges are negotiated and agreed upon with the unions**

Please check the box below in the event that your district/BOCES is granted an annual Independent Evaluator Hardship Waiver by the Department.

- ☒ Assume that if the district is granted an annual Rural/Single Building District Independent Evaluator Hardship Waiver by the Department, the second observation(s) shall be conducted by one or more evaluators selected and trained by the district, who are different than the evaluator(s) who conducted the observation(s) required to be performed by the principal/supervisor or other trained administrator. See Section 30-3.4(d)(2)(i)(b)(1) of the Rules of the Board of Regents.

## Teacher Observation Scoring Bands

	Overall Observation Category Score and Rating	
	Minimum	Maximum
H	3.5 to 3.75	4.0
E	2.5 to 2.75	3.49 to 3.74
D	1.5 to 1.75	2.49 to 2.74
I	0	1.49 to 1.74

Please select a minimum value between 3.50 and 3.75 and choose 4.00 as the maximum value for the Highly Effective range.

	Minimum Rubric Score	Maximum Rubric Score
Highly Effective:	3.50	4.00

Please select a minimum value between 2.50 and 2.75 and a maximum value between 3.49 and 3.74 for the Effective range.

	Minimum Rubric Score	Maximum Rubric Score
Effective:	2.60	3.49

Please select a minimum value between 1.50 and 1.75 and a maximum value between 2.49 and 2.74 for the Developing range.

	Minimum Rubric Score	Maximum Rubric Score
Developing:	1.50	2.59

Please choose 0.00 as the minimum value and select a maximum value between 1.49 and 1.74 for the Ineffective range.

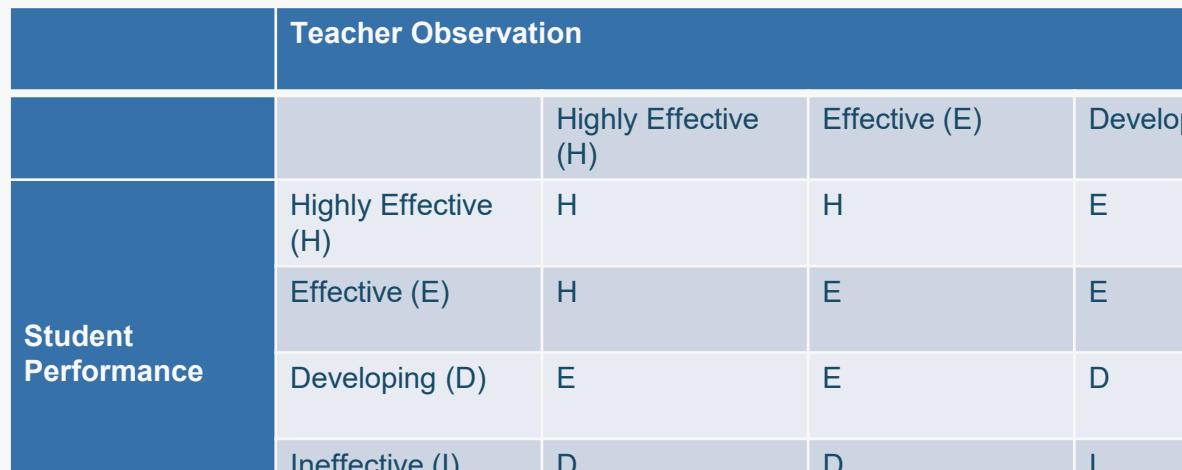
	Minimum Rubric Score	Maximum Rubric Score
Ineffective:	0.00	1.49

An Observation Score of 2.59 in one district can be Effective. In another, it is Developing, depending upon what was negotiated.



### 3 Overall Rating (OR)

Take the **Rating** from the Performance and Observation and see where they merge on the HEDI Matrix.



Teacher Observation					
		Highly Effective (H)	Effective (E)	Developing (D)	Ineffective (I)
Student Performance	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



# NEW! Level 0 Staff Evaluation Rating

10

## Staff Evaluation Rating Manual Entry:

\*denotes a required field

\*Staff Name :: Staff ID | Teach ID (Alt. Staff ID):

\*Reporting Date:

\*Evaluation Type:

\*Evaluation Group:

Overall Rating:

### 3012d Evaluation Group:

Clear 3012d

Required Student  
Performance Score:

Optional Student  
Performance Score:

Required Observation/  
School Visit Score:

Optional Observation/  
School Visit Score:

3012d

### 3012e Evaluation Group (TEACHER):

Clear 3012e (Teacher)

TSI Knowledge  
of Students:

TSII Instructional  
Planning:

TSIII Instructional  
Practice:

TSIV Learning  
Environment:

TSV Assessment  
For Learning:

TSVI Professional  
Responsibilities:

TSVII Professional  
Growth:

3012e

### 3012e Evaluation Group (PRINCIPAL):

Clear 3012e (Principal)

PS1 Mission  
and Vision:

PS2 Professional  
Ethics:

PS3 Equity  
and CRSE:

PS4 Systems for  
Academic Success:

PS5 School  
Community:

PS6 Human  
Capital:

PS7 Professional  
Community:

PS8 Family  
and Community:

PS9 Operations  
and Resources:

PS10 Continuous  
Improvement:

Import Validation Messages:

Delete Record

Validate & Save

Clear All / Add New



# Level 0 Staff Evaluation Rating

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1. Enter Staff Name - dropdown
2. Enter Evaluation Type dropdown Teacher or Principal
3. Enter Required Student Performance numerical Score from 0-20
4. Enter Required Observation/School Visit Score
5. Enter Overall Rating - dropdown

## Staff Evaluation Rating Manual Entry:

\*denotes a required field

\*Staff Name :: Staff ID | Teach ID (Alt. Staff ID):

Reporting Date:

\*Evaluation Type:

\*Evaluation Group:

Overall Rating:

2025-06-30

TEACHER

3012d

### 3012d Evaluation Group:

Required Student  
Performance Score:

Optional Student  
Performance Score:

Required Observation/  
School Visit Score:

Optional Observation/  
School Visit Score:

Clear 3012d

OR01 :: Overall rating - Ineffective

OR02 :: Overall rating - Developing

OR03 :: Overall rating - Effective

OR04 :: Overall rating - Highly Effective

3

4

5

If Performance & Observation scores do not add up to the Overall Rating , you will get an error



# A Complete Staff Eval Record

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## Staff Evaluation Rating Manual Entry:

\*denotes a required field

[Back to Eval Type Rpt](#)

\*Staff Name :: Staff ID | Teach ID (Alt. Staff ID):

\*Reporting Date:

\*Evaluation Type:

\*Evaluation Group:

Overall Rating:

### 3012d Evaluation Group:

[Clear 3012d](#)

Required Student  
Performance Score:

Optional Student  
Performance Score:

Required Observation/  
School Visit Score:

Optional Observation/  
School Visit Score:

### 3012e Evaluation Group (TEACHER):

[Clear 3012e \(Teacher\)](#)

TSI Knowledge  
of Students:

TSII Instructional  
Planning:

TSIII Instructional  
Practice:

TSIV Learning  
Environment:

TSV Assessment  
For Learning:

TSVI Professional  
Responsibilities:

TSVII Professional  
Growth:

### 3012e Evaluation Group (PRINCIPAL):

[Clear 3012e \(Principal\)](#)

PS1 Mission  
and Vision:

PS2 Professional  
Ethics:

PS3 Equity  
and CRSE:

PS4 Systems for  
Academic Success:

PS5 School  
Community:

PS6 Human  
Capital:

PS7 Professional  
Community:

PS8 Family  
and Community:

PS9 Operations  
and Resources:

PS10 Continuous  
Improvement:

## Import Validation Messages:

[Delete Record](#)[Validate & Save](#)[Clear All / Add New](#)



# TIP! Select the 2025 School Year

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Once Level 0 opens next week, you will need to manually bring the year back to 2025 when you are entering / loading Staff Eval data!



New York State Education Dept. - Level 0

[Elect. Import](#)   [Manual Input](#)   [L1-Data Prep.](#)   [Reports](#)   [Admin](#)   [Help](#)   [Log Off](#)

User Account: MPieri (MPieri). Current Password Expires on 2/27/2026

Current # of users logged on: **2**   [View All Users](#)

[View/Update My Profile Info](#)



District:

School Year:

School Year Ending **2025-06-30**

**Welcome to Level 0!**

[L2RPT Reports](#)   [Nassau BOCES State Reporting](#)   [SEDREF](#)   [SIRS Manual](#)   [Vendors templates](#)  
[L0historical](#)   [Incidental Teaching form](#)   [Non-Public Schools Resources](#)   [Application Business Portal](#)



# NYSED's Educator Eval Outreach

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- Will reach out to district whose data has not yet been loaded.
  - Please be sure to submit data for all teachers and principals in the LEA subject to evaluation under Education Law §3012-d
  - Staff Snapshot data will be used to estimate the completeness of the number of educators with evaluation data.
  - Staff Snapshot is frozen for 2024-25. If a teacher is missing in Staff Snapshot, it is too late to enter them.
  - Staff Snapshot data will also be used to identify principals in educator evaluation data; educators identified as principals in Staff Snapshot that match on Staff ID with the educator evaluation file will be coded as principals.
-



## What to look for

1. New CIO's may need to be entitled in SEDDAS to view this report.
2. Check the Total Number of Educator Counts.
3. Look at the Total Count column and be sure these HEDI results are correct. If you are manually entering the scores, there could be an error.
4. Be sure Central Office is aware of Ineffective or Developing ratings
5. These ratings are made public.

Evaluation Group Description	Staff Evaluation Type	Tenure Status	Overall Rating Description	Total Count
3012d	TEACHER	Probationary	Overall rating - Highly Effective	<u>38</u>
3012d	PRINCIPAL	Tenure granted	Overall rating - Effective	<u>5</u>
3012d	TEACHER	No Tenure Data	Overall rating - Highly Effective	<u>1</u>
3012d	TEACHER	No Tenure Data	Overall rating - Effective	<u>2</u>
3012d	TEACHER	Probationary	Overall rating - Developing	<u>3</u>
3012d	TEACHER	Probationary	Overall rating - Effective	<u>44</u>
3012d	TEACHER	Tenure granted	Overall rating - Highly Effective	<u>93</u>
3012d	TEACHER	No Tenure Data	Overall rating - Developing	<u>1</u>
3012d	TEACHER	Tenure granted	Overall rating - Effective	<u>76</u>
3012d	TEACHER	Tenure granted	Overall rating - Developing	<u>11</u>
Total				<u>274</u>





[Click here for the  
complete FAQ document.](#)



**Q8. Are we required to report both teacher and principal data?**

A: Yes, both teacher and principal data are required to be submitted to the Department





## Q & A

### Q10. What educator ID should be used when submitting the data?

A: Staff Evaluation Rating records are submitted using **STAFF ID** (field 14), which must match that defined in the Staff Snapshot table. This ID matches the staff person's TEACH ID held in the NYSED's TEACH database.





# Q & A

## Q16. Can the reported numbers contain decimals?

A: Required **Teacher Observation/Principal School Visit subcomponent** scores will be a score of 0.00 or from 1.00 to 4.00. These scores **may contain up to two decimal places** (see, e.g., pages 25-26 of Educator Evaluation Guidance (§3012-d)).

- Required **Student Performance subcomponent scores may not be reported as decimals** and should **be a whole number** from 0 to 20.





# Q & A

**Q20. We do not have full and complete data for all of our educators. What do we submit for those educators with incomplete subcomponents? Should a zero be used for an incomplete subcomponent score?**

A: If an LEA has one or more educator(s) who are missing a subcomponent evaluation score, the LEA should only **report the complete subcomponent(s)** and **should not report an Overall rating** for those educator(s) who are missing one or more subcomponent score(s).

- A value of zero should only be reported for an educator's subcomponent score when the evaluation requirements for the subcomponent have been completed and the educator's performance **merits a score of zero**.





## Q & A

**Q22. If an educator is missing a subcomponent, should that educator be left out of the data file?**

A: No, to the extent that teacher or principal evaluation is available, LEAs should submit all complete data sets for that educator even if there are one or more subcomponents missing.

However, an Overall rating should not be submitted for an educator who is missing one or more subcomponents.





# Level 0 Error

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Click "Display" to view the message

\*Staff Name :: St [ ] on Type: [ ] \*Criteria Code: [ ]

Criteria Rating Points: [ ] \*Criteria Rating Code: [ NA ] \*Reporting Date: [ 2023-06-30 ] \*Evaluation Group Code: [ 3012d ]

**Import Validation Messages:**

Verification Messages Exist. Click  to view.

**Staff Evaluation Records:**

	Status:	Staff ID:	Criteria Code:	Rating Points:	Rating Code:	Reporting Date:
<a href="#">View</a>	Valid	[REDACTED]	REQSP :: Required student performance subcomponent score	15	NA	2023-06-30
<a href="#">View</a>	Valid	[REDACTED]	OCR03 :: Overall rating - Effective		NA	2023-06-30

If you only have one subcomponent score, you **cannot** have an overall rating.

## Verification Messages:

**Note:** These verification errors will not be refreshed until the verification checks are run for the entire district.

### Verification Message:

SE7962: OCR (Overall Rating) must have an REQSP (Required Student Performance) or an OPTSP (Optional Student Performance) and an REQOB (Required Observation/School Visit) subcomponent score



## Q & A

**Q23. How do I report an educator who was subject to evaluation under Ed Law 3012.d but for whom there are no staff evaluation data (i.e. missing all subcomponents)??**

A: In the case that an educator has no complete evaluation subcomponents, nothing should be submitted for this educator; they should be left out of the submitted data file.





# Q & A

**Q14. If an educator's score is the subject of an ongoing appeal that will not be resolved by the October deadline, what data should be submitted?**

A: The data submitted to the Department by the October submission deadline **should be the data as it stands as of that date**. The Department understands that as a result of appeals, data may still be the subject of change after the deadline.

Changes for educator evaluation data after this date will be handled through the Level 0 Historical application for LEAs with approved appeals. More information about the process for submitting changes will be made available after the after the initial reporting cycle is complete.





# Q & A

## **Q31. Where do I find the Statement of Confirmation of Staff Evaluation Rating Verification Report?**

A: The certification form is made available in through SED Monitoring in the Educator Quality portal, in the same location as the online Educator Evaluation submission form.





# Q & A

## Q34. What information needs to be included on the Statement of Confirmation of Staff Evaluation Rating Verification Report?



A: The Statement of Confirmation of Staff Evaluation Rating Verification Report is an online form that requires LEAs to provide the following information:

- 1) A statement **confirming** that the Staff Evaluation Rating Verification Report(s) which were generated using the **Level 2 Reporting System** **have been viewed, including the date** on which they were viewed;
- 2) A statement **confirming the accuracy of the data** reported (this option should be used even if there were educators subject to evaluation under Education Law §3012-d for whom staff evaluation data was not submitted), **or a** statement that the accuracy of data reported **cannot be confirmed**;
- 3) The name of the LEA official providing the certifications; and
- 4) The title of the LEA official providing the certifications.





## Reporting

- RIC Deadline October 16
- Final data submission to Level 1 for all Staff Evaluation Ratings, for both original and transition scores.
- Superintendents should review the **SIRS-365 report** and confirm these counts **before** the reporting date.

## Certification

- Late October
- The Certification form will be available to districts *after* educator eval reviews the data reported. You can find it on the IRS Portal, in the SED Monitoring section.





# Resources for Educator Evaluation Data Collection and Submission



[Click here for this webpage](#)

## Educator Evaluation Closeout Reminders

This document provides information and timelines related to implementation certification and data collection and reporting for the October 2025 data submission deadline ([Updated May 29, 2025](#)).

## Educator Evaluation Data Submission Reminders and FAQ

This document provides continuing information regarding Educator Evaluation data collection and reporting. A Frequently Asked Questions document has been created surrounding common questions about the data submission process and the Statement of Confirmation of Staff Evaluation Rating Verification Report has been included for your reference ([Updated August 29, 2025](#)).

## Education Law §3012-d

### Educator Evaluation Data Reporting under Education Law §3012-d, as Amended in 2019

This slide deck outlines educator evaluation data reporting requirements and information for evaluation plans approved under Education Law §3012-d ([Updated May 29, 2025](#)).

### Educator Evaluation Data Template Examples, Education Law §3012-d

These examples illustrate the submission of educator evaluation data under Education Law §3012-d, as amended in 2019 ([Updated May 29, 2025](#)).

### "Tips for Submission": Continuing Guidance on the Submission of Educator Evaluation Data under Education Law §3012-d

This slide deck is designed to provide helpful feedback to the field based on common questions we receive as LEAs submit their evaluation data for evaluation plans approved under Education Law §3012-d. Several sample scenarios with illustrative data have been utilized to show appropriate steps in data submission ([Updated May 29, 2025](#)).

\*Timelines

FAQ's

Requirements

Sample APPR Plans

\*Reporting Tips & Guidance



# Educator Evaluation Statute, Regulations and Guidance

## [Questions and Answers Relating to Evaluation Plans for the 2024-25 School Year](#)

On Friday, June 28, 2024, Governor Kathy Hochul signed Chapter 143 of the Laws of 2024, which amends Education Law §3012-d and establishes Education Law §3012-e. The purpose of this guidance is to answer common questions that the Department has received about statutory changes and their impact on educator evaluation plans.

## [Guidance on New York State's Educator Evaluation for Teachers and Principals to Implement Education Law §3012-d as amended by the Laws of 2019 and the Commissioner's Regulations](#)

The purpose of this guidance is to answer questions that educators, administrators, and community stakeholders may have about our evaluation system - Education Law §3012-d as amended by Chapter 59 of the Laws of 2019, and Subpart 30-3 of the Commissioner's regulations. (Last updated 7/21/22)

## [NYS Grade 4 Science Assessment Q&A](#)

This guidance document provides answers to frequently asked questions relating to educator evaluation plans that use the NYS Grade Four Science Assessment. (Last Updated 8/30/22)

## [2022-23 Educator Evaluation Q&A Document](#)

The purpose of this document is to answer questions from the field about Education Law §3012-d as amended by Chapter 59 of the Laws of 2019 and Subpart 30-3 of the Commissioner's regulations as it pertains to the 2022-23 school year. (Last updated 10/5/22)

## [Student Learning Objectives \(SLO\) Guidance Document](#)

This document is meant to provide support and guidance to those involved in such work under Education Law §3012-d as amended by the Laws of 2019. Users will find the same type of foundational information around required elements and scoring parameters that was included in previous guidance documents, alongside new tips and considerations stemming from field input. In addition, users will gain insight into SLO calibration sessions and audits that can be used to increase the quality and fidelity of implementation in the 2019-20 school year and beyond.

## [Education Law §3012-d](#)

Click the link above for Education Law §3012-d, which was added by Chapter 56 of the Laws of 2015 and amended by Chapter 59 of the Laws of 2019. To access the statute, select "Laws" then "Laws of New York" from the top menu bar, enter "3012-d" in the search box and click on the second link, "Education Law §3012-d."

*For Guidance on Education Law §3012-d plans approved before 2020, please contact the Office of Educator Quality and Professional Development (OEQPD) at (518) 486-2753 or at [educatoreval@nysed.gov](mailto:educatoreval@nysed.gov).*

## [The Commissioner's Regulations on Annual Professional Performance Review](#)

At the [May 2020 meeting of the Board of Regents](#), proposed amendments were permanently adopted to amend Subparts 30-2 and 30-3 of the Rules of the Board of Regents relating to evaluation of classroom teachers and building principals to implement Chapter 59 of the Laws of 2019.

## [Summary of Revised APPR Provisions 2019-2020 - The "Orange Memo"](#)

The ["Orange Memo"](#) provides a summary of the regulations adopted by the Board of Regents to implement Education Law §3012-d as amended by the Laws of 2019. (Last updated 7/21/22)

# 3012-d as Amended by Laws of 2019

\*Laws and Regs

\*Q & A Doc



[Click here for this webpage](#)

The "Orange Memo"





[Click here for this file.](#)



## Educator Evaluation Guidance

TO IMPLEMENT EDUCATION LAW §3012-d AS AMENDED BY THE LAWS OF 2019 AND THE  
COMMISSIONER'S REGULATIONS

Updated July 21, 2022

### Guidance Contents

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July 21, 2022



**B1. Who must be evaluated?**

The law requires that **all classroom teachers and building principals employed by a** school district or BOCES be evaluated annually, based on multiple measures of teacher and principal effectiveness.

**B2. Which teachers and other school personnel are considered “classroom teachers” under the regulations?**

The regulations require that all classroom teachers be evaluated. A classroom teacher is a teacher in the classroom **teaching service who is a teacher of record. Teachers of record are defined as those teachers who are primarily and** directly responsible for students’ learning activities that are aligned to the performance measures of a course.

Any teacher will receive an educator evaluation if they are deemed a teacher of record by their LEA, including:

- School librarians, library media specialists, and school media specialists who are teachers in the classroom teaching service
- Career and technical education teachers
- Substitute Teachers
- Itinerant teachers at the BOCES for students in multiple schools
- Part-time teachers, who are teachers in the classroom teaching service for 40% or more of a full-time position (4/10 position)
- A teacher performing instructional support services for more than 40% of their time
- “Push-in” and “pull-out” teachers who are not the sole teacher primarily responsible for the learning of a group of students, including Academic Intervention Services (AIS) specialists
- Speech teachers certified under §80-3.9 of the Commissioner’s regulations or as a teacher of the speech and hearing handicapped or a teacher of speech and language disabilities and who provide instructional services

The following educators **are not required to be evaluated under Education Law §3012-d:**

- Pre-kindergarten Teachers
- Pupil Personnel Services (e.g., school psychologists and school social workers)
- Supplemental School Personnel (e.g., teacher aides and teaching assistants)
- Teachers of adult, community, and continuing education regardless of the age of the students taking the course (e.g., GED courses)
- **A licensed speech language pathologist under Title VIII of the Education Law that is not a certified teacher under the Commissioner’s regulations and does not provide instructional services**
- A certified **speech and language therapist providing related services only, as defined in Education Law §4401 and section 200.1(qq) of the Commissioner’s regulations**

**B3. Will special education teachers who co-teach receive an evaluation?**

**Yes. Special education teachers in team-teaching classrooms are included** in the evaluation requirements. The LEA must determine locally whether both co-teachers will receive the same scores and ratings for the required Student Performance category, optional subcomponent of the Student Performance category, if applicable, and the Teacher Observation category, or if the co-teachers will receive individual scores and ratings for these components of the educator evaluation.





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## Educator Quality and Professional Development

By helping school districts and BOCES to develop comprehensive systems of preparation, support, and advancement for educators that are responsive to local context, the Office of Educator Quality and Professional Development seeks to **ensure that all students, regardless of demography or zip code, have access to great teachers and school leaders.**



### New York State Evaluation System



Education Law 3012-d

Educator Evaluation Plans

Field Engagement

Frequently Used Resources

[CONTACT US](#)

### Improving Practice & Field Service



Educator Effectiveness Framework

Teaching and Educational Leadership Standards

Mentoring

Ensuring Equitable Access to High Quality Teachers and Leaders

Teaching in Remote/Hybrid Learning Environments (TRLE)

New York State Teacher Certification Examinations (NYSTCE)

### Memoranda to the Field



Field Memos 2021-22

Field Memos 2020-21

Field Memos 2019-20

Field Memos 2018-19

Field Memos 2017-18

*“...to ensure that all students...have access to great teachers and school leaders.”*



- Questions/concerns regarding evaluation data submission:  
[EvalData@nysed.gov](mailto:EvalData@nysed.gov)
  - Questions/concerns related to Educator Evaluation plans (i.e., S.L.O's) and implementation: [EducatorEval@nysed.gov](mailto:EducatorEval@nysed.gov)
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