

# REMSSEN CENTRAL SCHOOL DISTRICT



## STEPS Plan

Standards-Based Educator Evaluation and Professional Support Plan  
3012-e  
Fall 2025 Edition



*Inspire, Reflect, Learn, Grow*

Ratified by the Remsen Teachers' Association: September 5, 2025  
Adopted by the Board of Education: September 9, 2025  
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*Soar to Success!*

## Table of Contents

Purpose Statement

Remsen's Vision, Mission, and Core Value Statements

Section I: NYS Teaching Standards Alignment for Remsen's STEPS Plan

Section II: Remsen's STEPS Plan Educator Groups

Section III: Remsen's STEPS Plan Multiple Measures of Evaluation

Section IV: Remsen's STEPS Plan Scoring Information

Section V: Remsen's Formal Professional Learning System

Section VI: Training of Evaluators

Section VII: Training on the Remsen STEPS Plan

Section VIII – Group 1 Example of Annual Evaluation Cycle Calculations

Section IX – Group 2 Examples of Triennial Evaluation Cycle Calculations

Section X: Annual Review of the STEPS Plan

Remsen STEPS Plan Forms and Teacher Evaluation Rubrics

## Purpose Statement

*The Remsen Central School District STEPS Plan provides tangible examples of the various pathways all educators can traverse on their professional journey. This STEPS Plan was created to inspire all Remsen educators to reflect, learn, and grow to ensure that all students **Soar to Success!***

### Our Vision

*Remsen Central School District forever aspires to be a unique, distinguished, welcoming learning community that fosters a growth mindset and essential traits of great character. RCS will remain dedicated to cultivating and supporting each student's individual abilities and interests as they confidently work to realize their full potential to lead happy, healthy, successful lives. **All Remsen students will Soar to Success.***

### Our Mission

*The mission of Remsen Central School District is to lead by example, instill essential traits of great character, foster a sense of belonging, and provide a solid academic foundation. Students will be empowered to learn and achieve to their individual potential through diverse, challenging, relevant and engaging educational opportunities and differentiated learning experiences.*

*A commitment to students first, positive relationships, quality instruction, continuous personal and professional growth, recognition for hard work, as well as a comprehensive system of student supports provided in a safe, encouraging learning environment with consistently high expectations for everyone, **will ensure that all Remsen students Soar to Success.***

### Remsen Central School District Core Values

*We are committed to quality student learning, service, and preparation.*

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*Academic excellence and hard work will be valued and recognized.*

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*We will model and instill integrity, kindness, hard work, perseverance, professionalism, commitment, teamwork, respect, independence, self-discipline, humility, responsibility, love, and empathy.*

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*The little things make a big difference.*

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*We will provide a safe, healthy, welcoming and supportive learning environment with clear expectations that motivates students to do their best, solve problems, be creative, think intelligently, understand multiple perspectives, collaborate, and have fun.*

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*Consistency in routines and procedures is essential.*

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*We will enthusiastically embrace and encourage a growth mindset, learn to persevere through challenges, and understand that failure is an opportunity to learn and grow throughout life.*

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*Always strive to improve.*

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*We will utilize student data and feedback, the thoughtful application of knowledge, skills and traits, daily interactions, assessments, projects and state and national standards to measure student growth, learning, and achievement.*

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*Every day is a gift, full of possibilities.*

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*We are grateful for our school community. We will work collectively to ensure we are able to leave our children, for generations to come, with an even better community and school than we have today.*



***Soar to Success!***

## Section I: NYS Teaching Standards

The New York State Education Department (the “Department” or “NYSED”) believes that well-designed and implemented evaluation systems can support teachers and school leaders by encouraging reflection and goal-setting; creating opportunities for collaboration between educators; providing timely, actionable feedback that supports growth and development; identifying personalized professional learning opportunities; and recognizing excellent educators and creating opportunities for great teachers to remain in the classroom, while advancing their careers through teacher leadership roles such as school-based teacher educators, mentor teachers, instructional coaches, and other differentiated roles.

Remsen’s STEPS Plan will evaluate all NYS Teaching Standards across a given educator’s evaluation cycle. A quick reference to the NYS Teaching Standards may be found below. You may also access the entire NYSED Teaching Standards document at <https://www.highered.nysed.gov/tcert/pdf/teachingstandards9122011.pdf>.

### **NYS Teaching Standard I: 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.

### **NYS Teaching Standard II: 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.

### **NYS Teaching Standard III: Instructional Practice**

Teachers implement instruction that engages and challenges all students to meet or exceed the learning standards.

### **NYS Teaching Standard IV: Learning Environment**

Teachers work with all students to create a dynamic learning environment that supports achievement and growth.

### **NYS Teaching Standard V: Assessment for Student Learning**

Teachers use multiple measures to assess and document student growth, evaluate instructional effectiveness, and modify instruction.

### **NYS Teaching Standard VI: Professional Responsibilities and Collaboration**

Teachers demonstrate professional responsibility and engage relevant stakeholders to maximize student growth, development, and learning.

### **NYS Teaching Standard VII: Professional Growth**

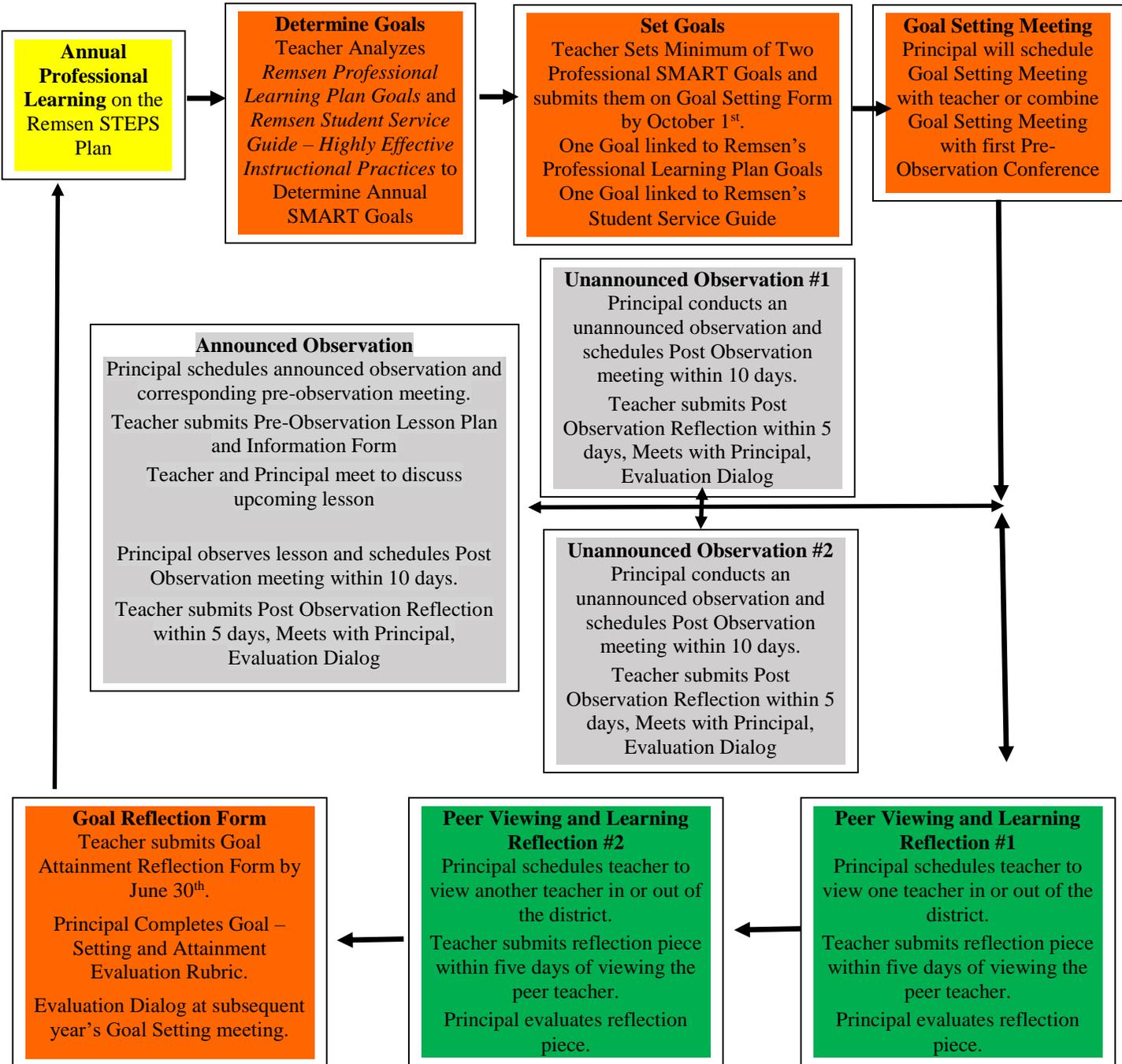
Teachers set informed goals and strive for continuous professional growth.

## Section II: Educator Groups

Teacher Group 1	Teacher Group 2
All Probationary Teachers and All Teachers (Probationary or Tenured) on a Teacher Support Plan (TSP)	All Tenured Teachers not on a Teacher Support Plan (TSP)
Annual Evaluation Cycle	3-Year Evaluation Cycle

## Section III: Multiple Measures

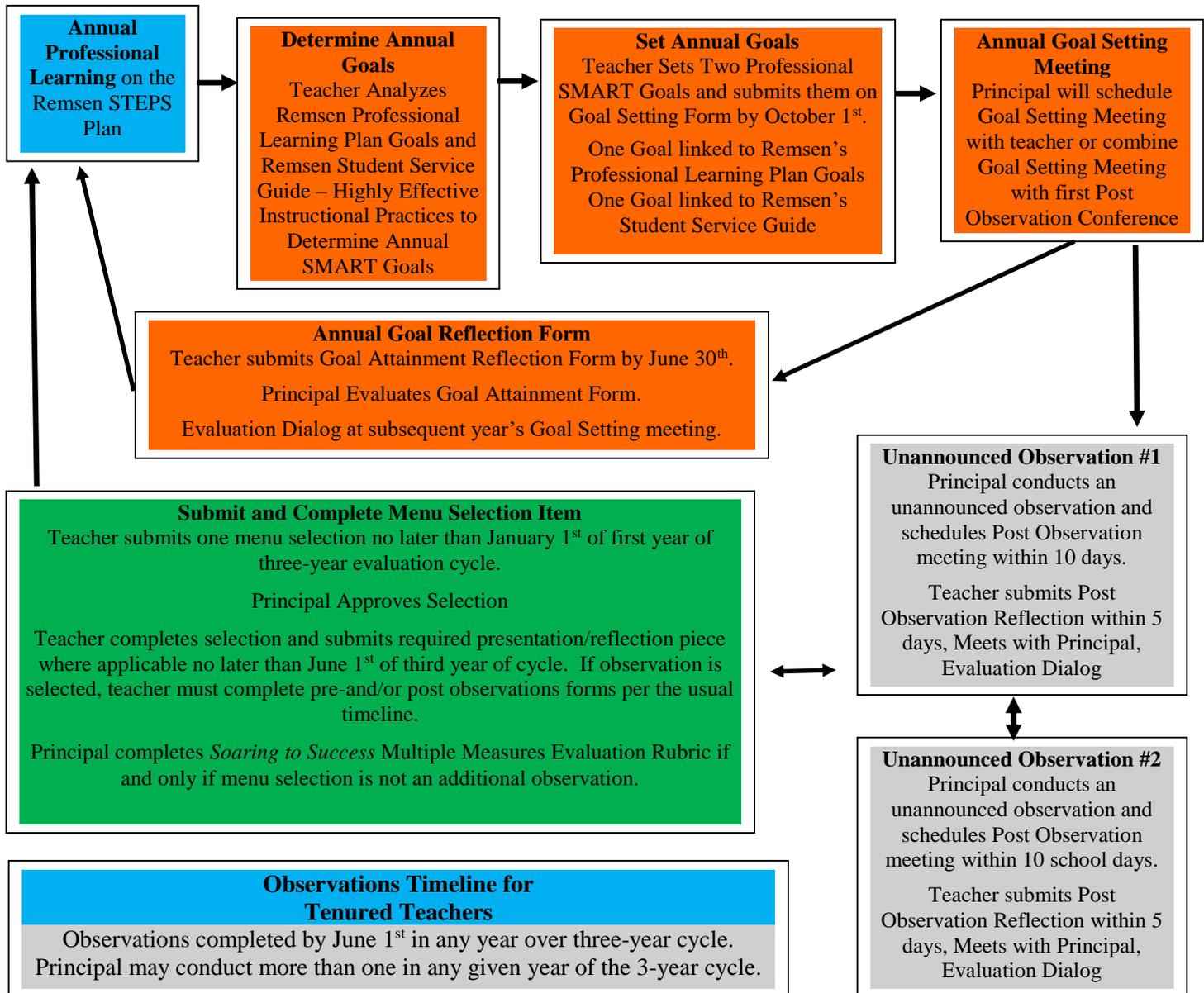
### Group 1 - Cycle Repeats Each Year



**Observations Timeline for Probationary Teachers and Teachers on a TSP**

1st Observation by December 1<sup>st</sup>  
2nd Observation by March 1<sup>st</sup>  
3<sup>rd</sup> Observation by May 1<sup>st</sup>

## Group 2 – Full Cycle Repeats Every Three Years/Goal Cycle Repeats Each Year



## Group 1 and Group 2 Observation Information

### For Announced Observations

- 1) Principal schedules observation
- 2) Teacher submits completed Pre-Observation/Lesson Plan Form electronically within one to five school days prior to observation
- 3) Principal schedules/holds Pre-Conference meeting
- 4) Principal Observes Class: Minimum of 30 minutes elementary/40 minutes high school
- 5) Teacher submits completed post-observation reflection electronically within one to five school days after their observation
- 6) Principal holds Post-Observation Conference with the teacher to discuss written evaluation and teacher reflection within ten school days after observation.

### For Unannounced Observations

- 1) Principal Observes Class Unannounced: Minimum of 30 minutes elementary/40 minutes high school
- 2) Teacher submits completed post-observation reflection electronically within one to five school days after observation
- 3) Principal schedules and holds Post-Observation Conference with teacher to discuss written evaluation and teacher reflection within ten school days after observation

## Evaluating the New York State Teaching Standards

Remsen’s STEPS Plan will evaluate all NYS Teaching Standards across an educator’s evaluation cycle. The tables below demonstrate where the specific NYS Teaching Standards will be evaluated throughout the multiple measures of a given evaluation cycle.

Group 1: All Probationary Teachers and All Teachers on a Teacher Support Plan (TSP)						
1-Year Evaluation Cycle						
NYS Teaching Standards	Annual Announced Observation	Annual Unannounced Observation #1	Annual Unannounced Observation #2	Annual Peer Viewing and Learning Reflection #1 Assigned by Principal	Annual Peer Viewing and Learning Reflection #2 Assigned by Principal	Annual Goal Setting and Attainment
<b>I</b>	x	x	x			
<b>II</b>	x	x	x			
<b>III</b>	x	x	x			
<b>IV</b>	x	x	x			
<b>V</b>	x	x	x			
<b>VI</b>						x
<b>VII</b>				x	x	x

Additional Information			
Multiple Measure	Evaluator	Annual Timeline	Other Information
Observations	Building Principal	1 <sup>st</sup> by Dec 1 2 <sup>nd</sup> by March 1 3 <sup>rd</sup> by May 1	<ul style="list-style-type: none"> <li>One announced and two unannounced observations each year.</li> <li>Observations may be completed in any order.</li> <li>Observations listed here represent the minimum number of observations to meet the requirements of the Remsen STEPS Plan. Principals may always observe a teacher more frequently than what is required for the approved STEPS plan.</li> </ul>
Peer Viewing and Learning Reflections	Building Principal	Both peer viewings and learning reflection pieces to be submitted before June 1	<ul style="list-style-type: none"> <li>Probationary teacher (or teacher on a TSP) will view two other teachers selected by the building principal and complete Reflection Pieces by June 1<sup>st</sup></li> <li>Peer viewings will be selected, arranged and approved by the building principal.</li> </ul>
Annual SMART Goal Setting and Attainment  S = Specific M = Measurable A = Achievable R = Relevant T = Time-bound	Building Principal	Annual SMART Goals Form Submitted by October 1st  Annual SMART Goals Attainment Reflection Form to be submitted by June 30 each year	<ul style="list-style-type: none"> <li>Minimum of Two SMART Goals – based on the NYS Teaching Standards, Remsen’s Current <i>Professional Learning Plan Goals</i>, and the Current <i>Remsen Student Service Guide</i></li> <li>Goal Setting meeting with principal may occur during 1<sup>st</sup> pre-observation meeting or independently at the discretion of the principal.</li> <li>Goal Attainment Reflection and Reflection Evaluation will be discussed in the subsequent year’s goal setting meeting.</li> </ul>

What if I earn tenure during the middle of the District’s Three-Year Cycle for Tenured Teachers?	
Tenured Year 2 of the District’s Triennial Cycle	Newly tenured teacher would be required to have two unannounced observations and annual goal setting/attainment over the course of the remaining two years of the District’s cycle without access to the <i>Soaring to Success Menu</i> options. Newly tenured teacher’s “triennial district cycle” score would be based on two years instead of three.
Tenured Year 3 of the District’s Triennial Cycle	Newly tenured teacher would be required to have two unannounced observations and annual goal setting/attainment without access to the <i>Soaring to Success Menu</i> options. Newly tenured teacher’s “triennial district cycle” score would be based on one year instead of three.

**Group 2: All Tenured Teachers Not on a Teacher Support Plan (TSP)**

**3-Year Evaluation Cycle**

NYS Teaching Standards	Triennial Unannounced Observation #1	Triennial Unannounced Observation #2	Triennial <i>Soaring to Success Menu</i> Selection Multiple Measure	Annual Goal Setting and Attainment Year 1	Annual Goal Setting and Attainment Year 2	Annual Goal Setting and Attainment Year 3
<b>I</b>	x	x	x (Choice 1 or 2)			
<b>II</b>	x	x	x (Choice 1 or 2)			
<b>III</b>	x	x	x (Choice 1 or 2)			
<b>IV</b>	x	x	x (Choice 1 or 2)			
<b>V</b>	x	x	x (Choice 1 or 2)			
<b>VI</b>				x	x	x
<b>VII</b>			x (Choices 3-10)	x	x	x

**Additional Information**

Multiple Measure	Evaluator	Triennial Timeline	Other Information
Observations	Building Principal	Two Unannounced Observations completed by June 1 in any year over three year cycle.	<ul style="list-style-type: none"> <li>Two unannounced observations within a 3-year cycle.</li> <li>Observations may be completed at any time within the three-year cycle.</li> <li>Principal may conduct more than one observation in any given year of the 3-year cycle.</li> <li>Observations listed here represent the minimum number of observations to meet the requirements of the Remsen STEPS Plan. Principals may always observe a teacher more frequently than what is required for the approved STEPS plan.</li> </ul>
Triennial <i>Soaring to Success Menu</i> Selection Multiple Measure	Building Principal	<p>Menu Selection Form Submitted for Approval by January 1<sup>st</sup> of the first year of evaluation cycle.</p> <p>Menu Selection Item Completed, and Teacher Presents or Submits Reflection Form by June 1 of third year of evaluation cycle.</p>	<ul style="list-style-type: none"> <li>One <i>Soaring to Success Menu</i> Selection Form must be submitted and approved by the building principal for a given 3-year cycle.</li> <li>Teacher must be tenured at the start of the district's three-year cycle to be eligible for Menu selection options.</li> <li>If an announced or unannounced observation is selected, the principal will complete the selected observation no later than June 1st of the third year in the evaluation cycle.</li> <li>If an announced or unannounced observation is selected, teacher must complete pre- and/or post-observation forms per the usual observation timeline requirements.</li> <li>If a person is unable to complete their menu choice due to extenuating circumstances, they may meet with their principal and default to an unannounced observation no later than June 1 of the 2<sup>nd</sup> year of the cycle or at the principal's discretion.</li> <li>If an approved and selected menu option is not completed by June 1 of the third year of a given three-year STEPS Plan District Cycle, a zero (0) will be calculated in the overall scoring formula for the menu option component.</li> </ul>
Annual SMART Goal Setting and Attainment S = Specific M = Measurable A = Achievable R = Relevant T = Time-bound	Building Principal	<p>Annual SMART Goals Form Submitted by October 1<sup>st</sup></p> <p>Annual SMART Goals Attainment Reflection to be submitted by June 30 each year</p>	<ul style="list-style-type: none"> <li>Minimum of Two Smart Goals – based on the NYS Teaching Standards, Remsen's Current <i>Professional Learning Plan Goals</i>, and the Current <i>Remsen Student Service Guide</i></li> <li>Goal Setting meeting with principal may occur during a post observation meeting if applicable or independently at the discretion of the principal.</li> <li>Goal Attainment Reflection and Reflection Evaluation will be discussed in the subsequent year's goal setting meeting.</li> </ul>

### **Soaring to Success Menu Multiple Measure Options – Group 2 Only**

Tenured Teachers not on a TSP must select and submit an option for approval from the Soaring to Success Menu below no later than January 1st in year one of the triennial District cycle.

<b>Choice 1</b>	Additional Unannounced Observation
<b>Choice 2</b>	Announced Observation
<b>Choice 3</b>	Principal-assigned Peer Viewing and Learning Reflection of a teacher at RCS or at a different school district with reflection piece
<b>Choice 4</b>	Prepare and facilitate minimum of a 40 minute relevant professional development session with reflection piece
<b>Choice 5</b>	Research project with subsequent presentation of findings to principal and staff with reflection piece
<b>Choice 6</b>	National Board Certification with reflection piece
<b>Choice 7</b>	Successful completion of relevant college course with reflection piece
<b>Choice 8</b>	Earn an additional relevant/professional certification with reflection piece
<b>Choice 9</b>	Student Surveys with feedback analysis, reflection piece, and action plan
<b>Choice 10</b>	Other Relevant Educational Professional Learning Experience Approved by the Building Principal with reflection piece

### **Section IV: Scoring**

#### **Rubrics for Scoring the Measures**

Measure	Rubric
Teacher Observations (Announced and Unannounced)	<b>Renssen Teacher Observation Evaluation Rubric</b> – A Hybrid Rubric Created Using <i>Danielson’s 2022 Framework</i> , the <i>NYS Teaching Standards</i> , and the <i>Renssen Student Service Guide – Highly Effective Instructional Practices</i> (Rubric may be found at the back of this document)
<i>Soaring to Success Menu Options</i> (Choices 3-10)  *Also Used for Probationary Teacher Peer Viewing Requirement	<b>Soaring to Success Menu Multiple Measure Evaluation Rubric</b> – A Hybrid Rubric Created Using <i>Danielson’s 2022 Framework</i> , the <i>NYS Teaching Standards</i> , and the <i>Renssen Student Service Guide – Highly Effective Instructional Practices</i> (Rubric may be found at the back of this document)
Annual SMART Goal Setting and Attainment Reflection	<b>Annual Teacher Goal Setting and Attainment Reflection Evaluation Rubric</b> – A Hybrid Rubric Created Using <i>Danielson’s 2022 Framework</i> , the <i>NYS Teaching Standards</i> , and the <i>Renssen Student Service Guide – Highly Effective Instructional Practices</i> (Rubric may be found at the back of this document)

#### **Levels and Scoring Ranges Defined**

Teachers will receive a rating on each standard and will receive an overall rating of 1-4 within the following guidelines:		<b>Scoring Ranges</b>
<b>Level 1</b>	Significantly Below Expectations Aligned to NYS Teaching Standards	<b>1 – 1.49</b>
<b>Level 2</b>	Partially Meets Expectations Aligned to NYS Teaching Standards	<b>1.5 – 2.49</b>
<b>Level 3</b>	Meets Expectations Aligned to NYS Teaching Standards	<b>2.5 – 3.49</b>
<b>Level 4</b>	Exceeds Expectations Aligned to NYS Teaching Standards	<b>3.5 – 4.0</b>

## Group 1 – NYS Standards Scoring and Overall Rating Information

### Group 1: All Probationary Teachers and All Teachers on a Teacher Support Plan (TSP)

#### 1-Year Evaluation Cycle

NYS Teaching Standards	Annual Announced Observation	Annual Unannounced Observation #1	Annual Unannounced Observation #2	Annual Peer Viewing and Learning Reflection #1 Assigned by Principal	Annual Peer Viewing and Learning Reflection #2 Assigned by Principal	Annual Goal Setting and Attainment
<b>I</b>		100%				
<b>II</b>		100%				
<b>III</b>		100%				
<b>IV</b>		100%				
<b>V</b>		100%				
<b>VI</b>						100%
<b>VII</b>				50%		50%

NYS Standards I – V are evaluated using only one measure (observations), which results in a score of 1-4 rounded to the nearest hundredth once the three observations standard scores are averaged together. For Final Standard Rating/Score, the rounded score will be converted to a 1, 2, 3, or 4 using the *Levels and Scoring Ranges* chart on page 9. **Example:**

Standards I–V Observation Standard Scores Averaged	Observation #1	Observation #2	Observation #3	Final Standard Rating/Score
NYS Teaching Standard I	3.50	3.25	3.25	3
NYS Teaching Standard II	3.33	3.67	3.50	4
NYS Teaching Standard III	3.42	3.63	3.42	3
NYS Teaching Standard IV	3.57	3.50	3.93	4
NYS Teaching Standard V	4.00	3.25	3.50	4

NYS Standard VI is evaluated using only one measure (Goal Setting and Attainment Reflection), which results in a score of 1-4 rounded to the nearest hundredth. For Final Standard Rating/Score, the rounded score will be converted to a 1, 2, 3, or 4 using the *Levels and Scoring Ranges* chart on page 9. **Example:**

Standard VI Goal Setting and Attainment	Goal Setting and Attainment Reflection	Final Standard Rating/Score
NYS Teaching Standard VI	2.50	2.83

NYS Standard VII is evaluated using two measures: Goal Setting and Attainment Reflection and two Principal-Approved Peer Viewing and Learning Reflections. Each Standard VII measure evaluation results in a score of 1-4, with the scores rounded to the nearest hundredth. For Final Standard Rating/Score, the rounded scores from each measure will be averaged together and converted to a 1, 2, 3, or 4 using the *Levels and Scoring Ranges* chart on page 9. **Example:**

Standard VII Goal Setting and Peer Viewing and Learning Reflection Scores Averaged	Goal Setting	Peer Viewing and Learning Reflection #1	Peer Viewing and Learning Reflection #2	Final Standard Rating/Score
NYS Teaching Standard VII	2.83	3.33	4.00	3

## Group 1 – Example of Final Standard Ratings Summarized

OVERALL STANDARD SCORES/RATINGS						
	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Rating	Level
NYS Teaching Standard I	12	40	48	0.8333	3.33	3
NYS Teaching Standard II	18	63	72	0.8750	3.50	4
NYS Teaching Standard III	57	199	228	0.8728	3.49	3
NYS Teaching Standard IV	42	154	168	0.9167	3.67	4
NYS Teaching Standard V	12	44	48	0.9167	3.67	4
NYS Teaching Standard VI	8	20	32	0.6250	2.50	3
NYS Teaching Standard VII (Goal Setting/Attainment)	6	17	24	0.7083	2.83	3
NYS Teaching Standard VII (Peer Viewing)	12	44	48	0.9167	3.67	

Standard VII Calculation Average of Goals & Peer Views

Group 1	Overall Score/Rating
	80% = Final Standard Ratings for Standards I-V Averaged (Observations) 5% = Final Standard Rating for Standard VI (Goal-Setting/Attainment) 15% = Final Standard Rating for Standard VII (Goal-Setting/Attainment and Peer Viewing)

## Group 1 – Example of Remsen STEPS Plan Overall Score/Rating

		OVERALL SCORE/RATING	
Final Standards I-V Scores Averaged $(3+4+3+4+4)/5 = 3.60$	x 80% 2.88	3.48	Level 3 - Meets Expectations Aligned to NYS Teaching Standards
Final Standard VI Score 3	x 5% 0.15		
Final Standard VII Score 3	x 15% 0.45		

Teachers will receive a rating on each standard and will receive an overall rating of 1-4 within the following guidelines:		Scoring Ranges
Level 1	Significantly Below Expectations Aligned to NYS Teaching Standards	1 – 1.49
Level 2	Partially Meets Expectations Aligned to NYS Teaching Standards	1.5 – 2.49
Level 3	Meets Expectations Aligned to NYS Teaching Standards	2.5 – 3.49
Level 4	Exceeds Expectations Aligned to NYS Teaching Standards	3.5 – 4.0

## Group 2 – NYS Standards Scoring and Overall Rating Information

Group 2: All Tenured Teachers Not on a Teacher Support Plan (TSP)							
3-Year Evaluation Cycle w/Menu Choice 1 or 2							
NYS Teaching Standards	Triennial Unannounced Observation #1	Triennial Unannounced Observation #2	Menu Choice 1 or 2 = Third Observation	Triennial Soaring to Success Menu Selection Multiple Measure	Annual Goal Setting and Attainment Year 1	Annual Goal Setting and Attainment Year 2	Annual Goal Setting and Attainment Year 3
I		100%					
II		100%					
III		100%					
IV		100%					
V		100%					
VI						100%	
VII				N/A		100%	

Group 2: All Tenured Teachers Not on a Teacher Support Plan (TSP)							
3-Year Evaluation Cycle w/Menu Choice 3-10							
NYS Teaching Standards	Triennial Unannounced Observation #1	Triennial Unannounced Observation #2	Menu Choice 1 or 2 = Third Observation	Triennial Soaring to Success Menu Selection Multiple Measure	Annual Goal Setting and Attainment Year 1	Annual Goal Setting and Attainment Year 2	Annual Goal Setting and Attainment Year 3
I		100%	N/A				
II		100%	N/A				
III		100%	N/A				
IV		100%	N/A				
V		100%	N/A				
VI						100%	
VII				85%		15%	

NYS Standards I – V are evaluated using only one measure (observations), which results in a score of 1-4 rounded to the nearest hundredth once the two or three observations standard scores are averaged together. **IMPORTANT NOTE:** If teacher selects menu choice 1 or 2, they will have three observations in the evaluation cycle. However, if they select menu choice 3-10, they will only have two observations within the evaluation cycle. Both examples shared below. For Final Standard Rating/Score, the rounded score will be converted to a 1, 2, 3, or 4 using the *Levels and Scoring Ranges* chart on page 9. **Examples:**

<b>Standards I–V Observation Standard Scores Averaged (Menu Choice 1 or 2)</b>	<b>Observation #1</b>	<b>Observation #2</b>	<b>Observation #3 (Menu Choice 1 or 2)</b>	<b>Final Standard Rating/Score</b>
NYS Teaching Standard I	3.50	3.25	3.25	3
NYS Teaching Standard II	3.33	3.67	3.50	4
NYS Teaching Standard III	3.42	3.63	3.42	3
NYS Teaching Standard IV	3.57	3.50	3.93	4
NYS Teaching Standard V	3.25	3.25	3.50	3

<b>Standards I–V Observation Standard Scores Averaged (Menu Choice 3-10)</b>	<b>Observation #1</b>	<b>Observation #2</b>	<b>-</b>	<b>Final Standard Rating/Score</b>
NYS Teaching Standard I	3.50	3.25	-	3
NYS Teaching Standard II	3.33	3.67	-	4
NYS Teaching Standard III	3.42	3.63	-	4
NYS Teaching Standard IV	3.57	3.50	-	4
NYS Teaching Standard V	3.25	3.25	-	3

NYS Standard VI is evaluated using only one measure (Goal Setting and Attainment Reflection), which results in a score of 1-4 rounded to the nearest hundredth once the three years of goal setting are averaged together in the evaluation cycle. For Final Standard Rating/Score, the rounded score will be converted to a 1, 2, 3, or 4 using the *Levels and Scoring Ranges* chart on page 9. **Example:**

<b>Standard VI Goal Setting and Attainment</b>	<b>Goal Setting and Attainment Reflection Year 1</b>	<b>Goal Setting and Attainment Reflection Year 2</b>	<b>Goal Setting and Attainment Reflection Year 3</b>	<b>Final Standard Rating/Score</b>
NYS Teaching Standard VI	3.63	3.88	3.13	4

NYS Standard VII is evaluated using one or two measures dependent on the menu selection chosen by the teacher. The required Goal Setting and Attainment Reflection measure results in a Standard VII score of 1-4 rounded to the nearest hundredth once the three years of goal setting are averaged together in the evaluation cycle.

If the teacher menu selection is an additional observation (choice 1 or 2), then this Goal Setting and Attainment Reflection measure represents the overall Standard VII rating/score once converted to a Level 1, 2, 3, or 4 using the *Levels and Scoring Ranges* chart on page 9. **Example with Menu Choice 1 or 2:**

<b>Standard VII Goal Setting and Attainment</b>	<b>Goal Setting and Attainment Reflection Year 1</b>	<b>Goal Setting and Attainment Reflection Year 2</b>	<b>Goal Setting and Attainment Reflection Year 3</b>	<b>Menu Selection 1 or 2</b>	<b>Final Standard Rating/Score</b>
NYS Teaching Standard VII	3.33	3.33	3.33	-	<b>3</b>

**OR**

If the teacher chooses a non-observation menu selection item (choices 3-10), then that item will represent a 2nd measure for Standard VII with a score rounded to the nearest hundredth to be weighted at 85% of the Standard VII rating and the remaining Goal Setting Average to be weighted at 15% of the Standard VII rating (example calculations below). The final Standard VII score rounded to the nearest hundredth will be converted to a 1, 2, 3, or 4 using the *Levels and Scoring Ranges* chart on page 9. **Example with Menu Choice 3-10:**

<b>Standard VII Goal Setting/Attainment and Menu Selection 3-10</b>	<b>Goal Setting and Attainment Reflection Year 1</b>	<b>Goal Setting and Attainment Reflection Year 2</b>	<b>Goal Setting and Attainment Reflection Year 3</b>	<b>Menu Selection 3-10</b>	<b>Final Standard Rating/Score</b>
NYS Teaching Standard VII	3.33	3.33	3.33	3.33	<b>3</b>
	15%			85%	

### Group 2 – Example of Final Standard Ratings Summarized

<b>OVERALL STANDARD SCORES/RATINGS IF THIRD OBSERVATION SELECTED (MENU CHOICE 1 or 2)</b>						
	<b># of Criteria</b>	<b>Earned Score</b>	<b>Total Possible Points (Criteria x 4)</b>	<b>Decimal</b>	<b>Standard Score Out of 4 (to nearest hundredth)</b>	<b>Level</b>
NYS Teaching Standard I	12	40	48	0.8333	3.33	3
NYS Teaching Standard II	18	63	72	0.8750	3.50	4
NYS Teaching Standard III	57	199	228	0.8728	3.49	3
NYS Teaching Standard IV	42	154	168	0.9167	3.67	4
NYS Teaching Standard V	12	40	48	0.8333	3.33	3
NYS Teaching Standard VI	24	85	96	0.8854	3.54	4
NYS Teaching Standard VII	18	60	72	0.8333	3.33	3

OR

<b>OVERALL STANDARD SCORES/RATINGS IF MENU CHOICE (3-10) SELECTED</b>						
	<b># of Criteria</b>	<b>Earned Score</b>	<b>Total Possible Points (Criteria x 4)</b>	<b>Decimal</b>	<b>Standard Score Out of 4 (to nearest hundredth)</b>	<b>Level</b>
NYS Teaching Standard I	8	27	32	0.8438	3.38	3
NYS Teaching Standard II	12	42	48	0.8750	3.50	4
NYS Teaching Standard III	38	134	152	0.8816	3.53	4
NYS Teaching Standard IV	28	99	112	0.8839	3.54	4
NYS Teaching Standard V	8	26	32	0.8125	3.25	3
NYS Teaching Standard VI	24	85	96	0.8854	3.54	4
NYS Teaching Standard VII (Goal Setting/Attainment)	18	60	72	0.8333	3.33	3
NYS Teaching Standard VII (Menu Choice 3-10)	6	20	24	0.8333	3.33	

Standard VII Calculation  
85% Menu,  
15% Goals

<b>Group 2</b> <b>(Menu Choice 1 or 2)</b>	<b>Overall Score/Rating</b>	
	90% = Final Standard Ratings for Standards I-V Averaged (Observations and Menu Choice 1 or 2) 10% = Final Standard Ratings for Standards VI and VII Averaged (Goal-Setting/Attainment)	

OR

<b>Group 2</b> <b>(Menu Choice 3-10)</b>	<b>Overall Score/Rating</b>	
	60% = Final Standard Ratings for Standards I-V Averaged (Observations) 5% = Final Standard Rating for Standard VI (Goal-Setting/Attainment) 35% = Final Standard Rating for Standard VII (Goal-Setting/Attainment and Menu Choice 3-10)	

**Group 2 – Example of Remsen STEPS Plan Overall Score/Rating**

**Menu Choice 1 or 2**

<b>Final Standards I-V Scores Averaged</b> $(3+4+3+4+3)/5 = 3.40$	<b>x 90%</b> <b>3.06</b>	<b>OVERALL SCORE/RATING</b>	<b>3.41</b>	<b>Level 3 - Meets Expectations</b> <b>Aligned to NYS Teaching Standards</b>
<b>Final Standard VI and VII Scores Averaged</b> <b>3.5</b>	<b>x 10%</b> <b>0.35</b>			

**Menu Choice 3-10**

<b>Final Standards I-V Scores Averaged</b> $(3+4+4+4+3)/5 = 3.60$	<b>x 60%</b> <b>2.16</b>	<b>OVERALL SCORE/RATING</b>	<b>3.41</b>	<b>Level 3 - Meets Expectations</b> <b>Aligned to NYS Teaching Standards</b>
<b>Final Standard VI Score</b> <b>4</b>	<b>x 5%</b> <b>0.20</b>			
<b>Final Standard VII Score</b> <b>3</b>	<b>x 35%</b> <b>1.05</b>			

Teachers will receive a rating on each standard and will receive an overall rating of 1-4 within the following guidelines:		<b>Scoring Ranges</b>
<b>Level 1</b>	Significantly Below Expectations Aligned to NYS Teaching Standards	<b>1 – 1.49</b>
<b>Level 2</b>	Partially Meets Expectations Aligned to NYS Teaching Standards	<b>1.5 – 2.49</b>
<b>Level 3</b>	Meets Expectations Aligned to NYS Teaching Standards	<b>2.5 – 3.49</b>
<b>Level 4</b>	Exceeds Expectations Aligned to NYS Teaching Standards	<b>3.5 – 4.0</b>

## What if I am tenured at the Start of Year 2 or Year 3 of the Districts' Three-Year Cycle?

<b>Tenured Start of Year 2 of District Cycle</b>	Triennial Score Calculation	90% = Final Standard Ratings for Standards I-V Averaged (Two Observations) 10% = Final Standard Ratings for Standards VI and VII Averaged (Two Years of Goal-Setting/Attainment)
<b>Tenured Start of Year 3 of District Cycle</b>	Triennial Score Calculation	90% = Final Standard Ratings for Standards I-V Averaged (Two Observations) 10% = Final Standard Ratings for Standards VI and VII Averaged (One Year of Goal-Setting/Attainment)
*If retiring during a given District Cycle Year, the retiring teacher's overall score will be based on Goal Setting and Attainment Scores, Observation Scores, and a Menu Choice score (if applicable) that have been completed upon retirement.		

## Section V - Formal Professional Learning System

### Professional Learning Plan

The *Remsen Central School District Professional Learning Plan* was created and is maintained by the *Remsen Leadership and Learning Council* to ensure that all educators engage in professional learning and collaboration to improve their practice and support the success of all students. This plan encourages all Remsen educators to inspire, reflect, learn, and grow.

Our Goal Setting and Attainment Evaluation in this STEPS Plan is linked directly to our District Professional Learning Goals that may be found in our Professional Learning Plan.

### Professional Learning Team

The *Leadership and Learning Council* (our professional learning team) at Remsen Central School District was created in the 2021-2022 school year. This highly effective team, made up of teachers, administrators, counselors, and our CSE chair, began this professional adventure by thoughtfully developing the purpose (the why) of the *Leadership and Learning Council*.

#### *Leadership and Learning Council Purpose*

- I) Regularly assess, understand, and serve students' academic and social-emotional needs in pursuit of developing the whole child.
- II) Enrich, enhance, and promote curriculum and student opportunities pk-12 and beyond.
- III) Continuously grow, improve, and lead as professionals while maintaining the highest of team expectations, collaboration, and respect.
- IV) Recognize and empower individual strengths to share knowledge, experiences, and ideas within and across buildings.
- V) With a vision to our students' future, our team will strive for excellence.

Remsen's *Leadership and Learning Council* meets at least once a month, working together to accomplish our mission, sharing ideas and feedback, developing, evaluating, and reviewing professional plans, guides, goals, and initiatives to foster continuous quality student/staff/school learning, support, reflection, growth, and improvement. The *Leadership and Learning Council (LLC)* was charged with the creation of the most current Professional Learning Plan and most recently, this 3012-e STEPS Plan. The *LLC* will meet regularly to review our STEPS Plan, our Professional Learning Plan and associated professional learning initiatives. The *Leadership and Learning Council* and every team member of the Remsen Central School District will remain dedicated to cultivating and supporting each student's individual abilities and interests as they confidently work to realize their full potential to lead happy, healthy, successful lives. All Remsen students will *Soar to Success!*

## **Personalized Professional Support**

Teachers who receive an overall rating of Level 1 or 2 from their STEPS Plan evaluation must have a personalized Teacher Support Plan (TSP) issued and implemented by October 1 of the following school year or as soon as practicable thereafter. Such a professional support plan must focus on individualized, intensive support areas critical to helping teachers meet evaluation expectations. These plans customize support for the individual educator, targeting specific skill deficits or instructional gaps, and may include increased frequency of observations, mentoring, and access to tailored resources. The Teacher Support Plan will include a plan for improvement, timelines, measurable goals, and information regarding how the school will support a teacher's improvement in identified areas.

Teacher Support Plan forms, documentation, and additional resources may be found at the back of this plan.

## **Section VI – Training of Evaluators**

To qualify as an evaluator, individuals shall successfully complete a training course and be trained on the following seven elements found in section 30-4.6 of the New York State Education Department's regulations, which include:

- ★ the NYS Teaching Standards and their related elements and performance indicators;
- ★ evidence-based observation techniques that are grounded in research, including controlling for evaluator bias;
- ★ the District's process for maintaining inter-rater reliability amongst evaluators, if applicable;
- ★ application and use of any locally selected methodology to evaluate its teachers
- ★ application and use of any instrument(s) selected by the District for use in evaluations, including training on the effective application of such instrument(s) to evaluate a teacher's practice;
- ★ the scoring methodology used by the District to evaluate a teacher, including how overall ratings are generated within the framework for the four designated rating categories;
- ★ specific considerations for evaluating teachers based on their specific context (e.g., student populations served, content areas taught, grade levels).

The District will ensure that all evaluators are properly trained and certified to complete an individual's STEPS Plan. Evaluator training will be conducted by the properly credentialed personnel who are either employees of the district or are provided by our local BOCES (Oneida-Madison-Herkimer). Evaluator training will replicate the recommended NYSED model certification process per Education Law 3012-e regulations.

The Board of Education, upon presentation of evidence that an evaluator has satisfactorily completed appropriate evaluator training (as detailed above) shall certify the evaluator as qualified to conduct STEPS Plan (formerly Annual Professional Performance Review) evaluations. Once each year thereafter, the Board of Education shall review and recertify evaluators for the district.

## **Section VII – Engagement Training on the STEPS Plan**

Regulations require that all classroom teachers, building principals, and any individual who conducts all or part of an evaluation are required to receive periodic training on the District's STEPS plan. The training shall include, but not be limited to:

- ★ An overview of the purpose of the STEPS plan and evaluation system, consistent with the District's goals and beliefs;
- ★ The options for developing the District's STEPS plans found within EL §3012-e and the Department's regulations;
- ★ The decisions made by the District and its collective bargaining units for evaluating teachers; and
- ★ An overview of how the STEPS plan will be used to support the professional learning of educators within the district.

Training on our STEPS Plan will occur at the beginning of each school year during our opening Superintendent's Conference Days and periodically during team workshops or other professional learning opportunities. New teachers will also learn about the STEPS Plan during their *New Teacher Orientation*. All training will support and encourage authentic engagement in the STEPS Plan.

\*\*\*If you have a question about the Remsen STEPS Plan please see your Building Principal\*\*\*

## Section VIII – Group 1 Example of Annual Evaluation Cycle Calculations

Group 1 - Announced Observation Rubric	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	14	16	0.8750	3.50
NYS Teaching Standard II	6	20	24	0.8333	3.33
NYS Teaching Standard III	19	65	76	0.8553	3.42
NYS Teaching Standard IV	14	50	56	0.8929	3.57
NYS Teaching Standard V	4	16	16	1.0000	4.00

Group 1 - Unannounced Observation #1 Rubric	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	13	16	0.8125	3.25
NYS Teaching Standard II	6	22	24	0.9167	3.67
NYS Teaching Standard III	19	69	76	0.9079	3.63
NYS Teaching Standard IV	14	49	56	0.8750	3.50
NYS Teaching Standard V	4	13	16	0.8125	3.25

Group 1 - Unannounced Observation #2 Rubric	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	13	16	0.8125	3.25
NYS Teaching Standard II	6	21	24	0.8750	3.50
NYS Teaching Standard III	19	65	76	0.8553	3.42
NYS Teaching Standard IV	14	55	56	0.9821	3.93
NYS Teaching Standard V	4	14	16	0.8750	3.50

Goal Setting and Attainment	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VI	8	20	32	0.6250	2.50
NYS Teaching Standard VII	6	17	24	0.7083	2.83

Group 1 - Peer Viewing #1	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VII	6	20	24	0.8333	3.33
Group 1 - Peer Viewing #2	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VII	6	24	24	1.0000	4.00

**OVERALL STANDARD SCORES/RATINGS**

	<b># of Criteria</b>	<b>Earned Score</b>	<b>Total Possible Points (Criteria x 4)</b>	<b>Decimal</b>	<b>Standard Rating</b>	<b>Level</b>
NYS Teaching Standard I	12	40	48	0.8333	3.33	3
NYS Teaching Standard II	18	63	72	0.8750	3.50	4
NYS Teaching Standard III	57	199	228	0.8728	3.49	3
NYS Teaching Standard IV	42	154	168	0.9167	3.67	4
NYS Teaching Standard V	12	44	48	0.9167	3.67	4
NYS Teaching Standard VI	8	20	32	0.6250	2.50	3
NYS Teaching Standard VII (Goal Setting)	6	17	24	0.7083	2.83	3
NYS Teaching Standard VII (Peer Viewing)	12	44	48	0.9167	3.67	

Standard VII  
Calculation  
Average of  
Goals &  
Peer Views

<b>Final Standards I-V Scores Averaged</b> $(3+4+3+4+4)/5 = 3.60$	<b>x 80%</b> <b>2.88</b>	<b>3.48</b>	<b>Level 3 - Meets Expectations Aligned to NYS Teaching Standards</b>
<b>Final Standard VI Score</b> <b>3</b>	<b>x 5%</b> <b>0.15</b>		
<b>Final Standard VII Score</b> <b>3</b>	<b>x 15%</b> <b>0.45</b>		

Teachers will receive a rating on each standard and will receive an overall rating of 1-4 within the following guidelines:		<b>Scoring Ranges</b>
<b>Level 1</b>	Significantly Below Expectations Aligned to NYS Teaching Standards	<b>1 – 1.49</b>
<b>Level 2</b>	Partially Meets Expectations Aligned to NYS Teaching Standards	<b>1.5 – 2.49</b>
<b>Level 3</b>	Meets Expectations Aligned to NYS Teaching Standards	<b>2.5 – 3.49</b>
<b>Level 4</b>	Exceeds Expectations Aligned to NYS Teaching Standards	<b>3.5 – 4.0</b>

## Section IX – Group 2 Examples of Triennial Evaluation Cycle Calculations

### Example A = Third Observation Selected (Menu Choice 1 or 2)

Group 2 - Unannounced Observation #1 Rubric	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	14	16	0.8750	3.50
NYS Teaching Standard II	6	20	24	0.8333	3.33
NYS Teaching Standard III	19	65	76	0.8553	3.42
NYS Teaching Standard IV	14	50	56	0.8929	3.57
NYS Teaching Standard V	4	13	16	0.8125	3.25

Group 2 - Unannounced Observation #2 Rubric	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	13	16	0.8125	3.25
NYS Teaching Standard II	6	22	24	0.9167	3.67
NYS Teaching Standard III	19	69	76	0.9079	3.63
NYS Teaching Standard IV	14	49	56	0.8750	3.50
4	13	16	0.8125	3.25	4

Group 2 - Third Observation (Menu Choice 1 or 2)	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	13	16	0.8125	3.25
NYS Teaching Standard II	6	21	24	0.8750	3.50
NYS Teaching Standard III	19	65	76	0.8553	3.42
NYS Teaching Standard IV	14	55	56	0.9821	3.93
NYS Teaching Standard V	4	14	16	0.8750	3.50

Goal Setting and Attainment - Year 1	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VI	8	29	32	0.9063	3.63
NYS Teaching Standard VII	6	20	24	0.8333	3.33

Goal Setting and Attainment - Year 2	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VI	8	31	32	0.9688	3.88
NYS Teaching Standard VII	6	20	24	0.8333	3.33

Goal Setting and Attainment - Year 3	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VI	8	25	32	0.7813	3.13
NYS Teaching Standard VII	6	20	24	0.8333	3.33

**OVERALL STANDARD SCORES/RATINGS IF THIRD OBSERVATION SELECTED (CHOICE 1 or 2)**

	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)	Level
NYS Teaching Standard I	12	40	48	0.8333	3.33	3
NYS Teaching Standard II	18	63	72	0.8750	3.50	4
NYS Teaching Standard III	57	199	228	0.8728	3.49	3
NYS Teaching Standard IV	42	154	168	0.9167	3.67	4
NYS Teaching Standard V	12	40	48	0.8333	3.33	3
NYS Teaching Standard VI	24	85	96	0.8854	3.54	4
NYS Teaching Standard VII	18	60	72	0.8333	3.33	3

Menu Choice 1 or 2		OVERALL SCORE/RATING	
<b>Final Standards I-V Ratings Averaged (3 Observations Option)</b> $(3+4+3+4+3)/5 = 3.40$	x <b>90%</b> <b>3.06</b>	<b>3.41</b>	<b>Level 3 - Meets Expectations Aligned to NYS Teaching Standards</b>
<b>Final Standards VI and VII Ratings Averaged</b> <b>3.50</b>	x <b>10%</b> <b>0.35</b>		

Teachers will receive a rating on each standard and will receive an overall rating of 1-4 within the following guidelines:		<b>Scoring Ranges</b>
<b>Level 1</b>	Significantly Below Expectations Aligned to NYS Teaching Standards	<b>1 – 1.49</b>
<b>Level 2</b>	Partially Meets Expectations Aligned to NYS Teaching Standards	<b>1.5 – 2.49</b>
<b>Level 3</b>	Meets Expectations Aligned to NYS Teaching Standards	<b>2.5 – 3.49</b>
<b>Level 4</b>	Exceeds Expectations Aligned to NYS Teaching Standards	<b>3.5 – 4.0</b>

## Example B = Menu Choice 3-10

Group 2 - Unannounced Observation #1 Rubric	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	14	16	0.8750	3.50
NYS Teaching Standard II	6	20	24	0.8333	3.33
NYS Teaching Standard III	19	65	76	0.8553	3.42
NYS Teaching Standard IV	14	50	56	0.8929	3.57
NYS Teaching Standard V	4	13	16	0.8125	3.25

Group 2 - Unannounced Observation #2 Rubric	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard I	4	13	16	0.8125	3.25
NYS Teaching Standard II	6	22	24	0.9167	3.67
NYS Teaching Standard III	19	69	76	0.9079	3.63
NYS Teaching Standard IV	14	49	56	0.8750	3.50
NYS Teaching Standard V	4	13	16	0.8125	3.25

Group 2 - Menu Selection (Choices 3-10)	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VII	6	20	24	0.8333	3.33

Goal Setting and Attainment - Year 1	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VI	8	29	32	0.9063	3.63
NYS Teaching Standard VII	6	20	24	0.8333	3.33

Goal Setting and Attainment - Year 2	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VI	8	31	32	0.9688	3.88
NYS Teaching Standard VII	6	20	24	0.8333	3.33

Goal Setting and Attainment - Year 3	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)
NYS Teaching Standard VI	8	25	32	0.7813	3.13
NYS Teaching Standard VII	6	20	24	0.8333	3.33

**OVERALL STANDARD SCORES/RATINGS IF MENU CHOICE (3-10) SELECTED**

	# of Criteria	Earned Score	Total Possible Points (Criteria x 4)	Decimal	Standard Score Out of 4 (to nearest hundredth)	Level	
NYS Teaching Standard I	8	27	32	0.8438	3.38	3	
NYS Teaching Standard II	12	42	48	0.8750	3.50	4	
NYS Teaching Standard III	38	134	152	0.8816	3.53	4	
NYS Teaching Standard IV	28	99	112	0.8839	3.54	4	
NYS Teaching Standard V	8	26	32	0.8125	3.25	3	
NYS Teaching Standard VI	24	85	96	0.8854	3.54	4	
NYS Teaching Standard VII	18	60	72	0.8333	3.33	3	Standard VII Calculation 85% Menu, 15% Goals
Menu Choice 3-10 (Standard VII)	6	20	24	0.8333	3.33		

Menu Choice 3-10			OVERALL SCORE/RATING	
<b>Final Standards I-V Ratings Averaged (2 Observations Option)</b> $(3+4+4+4+3)/5 = 3.60$	x 60%	2.16	3.41	<b>Level 3 - Meets Expectations Aligned to NYS Teaching Standards</b>
<b>Final Standard VI Rating</b> <b>4.00</b>	x 5%	0.20		
<b>Final VII Rating (Includes Menu Choice 3-10)</b> <b>3.00</b>	x 35%	1.05		

Teachers will receive a rating on each standard and will receive an overall rating of 1-4 within the following guidelines:		<b>Scoring Ranges</b>
<b>Level 1</b>	Significantly Below Expectations Aligned to NYS Teaching Standards	<b>1 – 1.49</b>
<b>Level 2</b>	Partially Meets Expectations Aligned to NYS Teaching Standards	<b>1.5 – 2.49</b>
<b>Level 3</b>	Meets Expectations Aligned to NYS Teaching Standards	<b>2.5 – 3.49</b>
<b>Level 4</b>	Exceeds Expectations Aligned to NYS Teaching Standards	<b>3.5 – 4.0</b>

## **Section X – Annual Review of STEPS Plan**

Remsen's *Leadership and Learning Council* will analyze STEPS Plan data and stakeholder feedback from teachers and evaluators annually to determine the effectiveness of the STEPS Plan and promote continuous improvement

### **Remsen STEPS Plan Forms and Teacher Evaluation Rubrics**

- ★ [Current Professional Learning Goals from Remsen Central School District's Professional Learning Plan](#)
- ★ [Annual Teacher Goal Setting and Attainment Reflection Form](#)
- ★ [Annual Teacher Goal Setting and Attainment Evaluation Reflection Rubric](#)
- ★ [Tenured Teacher \*Soaring to Success Menu\* Selection and Reflection Form](#)
- ★ [\*Soaring to Success Menu\* Multiple Measure Reflection Evaluation Rubric](#)
- ★ [Remsen Teacher Observation Evaluation Rubric](#)
- ★ [Remsen Student Service Guide – Highly Effective Instructional Practices](#)
- ★ [Pre-Observation Lesson Plan and Information Form \(for announced observations\)](#)
- ★ [Post-Observation Reflection Form \(for announced and unannounced observations\)](#)
- ★ [Teacher Support Plan \(TSP\) Information and Associated Forms](#)