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# Staff Evaluation Data Reporting for the 2015-16 School Year

New Requirements under Education  
Law §3012-d

*Updated April 12, 2016*

# Data Elements Required for Reporting under Education Law §3012-d

As outlined in [APPR Guidance](#) (M5, p.133), the following data elements will be required for reporting evaluation scores and ratings under Education Law §3012-d:

## Student Performance Category

- **Required Student Performance category score and rating**  
(State-provided growth and/or Student Learning Objectives)
- **Optional Student Performance category score and rating**  
(locally selected measures of student growth)
- **Overall Student Performance category rating**

## Teacher Observation/Principal School Visit Category

- **Required Observation/School Visit category score and rating**  
(combined principal, supervisor, or other trained administrator and impartial independent trained evaluator [or other evaluator(s) with approved Independent Evaluator Hardship Waiver])
- **Optional Observation/School Visit category score and rating**  
(trained peer observer)
- **Overall Teacher Observation/Principal School Visit category rating**

## Overall Composite Rating

- Based on the evaluation matrix  
(APPR Guidance, I2, p. 111)

# Comparison of Required Elements under Education Law §3012-c and Education Law §3012-d

Education Law §3012-c	Education Law §3012-d
<p>State Growth or Other Comparable Measures subcomponent (State-provided growth and/or SLOs)</p> <ul style="list-style-type: none"> <li>• Score from 0-20</li> </ul>	<p>Required Student Performance subcomponent (State-provided growth and/or SLOs)</p> <ul style="list-style-type: none"> <li>• Score from 0-20</li> <li>• HEDI rating (Highly Effective, Effective, Developing, or Ineffective)</li> </ul>
<p>Locally-Selected Measures subcomponent</p> <ul style="list-style-type: none"> <li>• Score from 0-20</li> </ul>	<p>Optional Student Performance subcomponent</p> <ul style="list-style-type: none"> <li>• Score from 0-20</li> <li>• HEDI rating</li> </ul>
N/A	<p>Overall Student Performance category</p> <ul style="list-style-type: none"> <li>• HEDI rating (combination of the required and optional subcomponents, per the weighting indicated in the approved APPR plan for 2015-16)</li> </ul>

*Continued...*

# Comparison of Required Elements under Education Law §3012-c and Education Law §3012-d (continued)

Education Law §3012-c	Education Law §3012-d
N/A	Required Teacher Observation / Principal School Visit subcomponent <ul style="list-style-type: none"> <li>• Score from 1-4</li> <li>• HEDI rating</li> </ul>
N/A	Optional Teacher Observation / Principal School Visit subcomponent <ul style="list-style-type: none"> <li>• Score from 1-4</li> <li>• HEDI rating</li> </ul>
Other Measures subcomponent <ul style="list-style-type: none"> <li>• Score from 0-60</li> <li>• HEDI rating</li> </ul>	Overall Teacher Observation / Principal School Visit category <ul style="list-style-type: none"> <li>• HEDI rating (combination of the required and optional subcomponents, per the weighting indicated in the approved APPR plan for 2015-16)</li> </ul>
Overall Composite <ul style="list-style-type: none"> <li>• Score from 0-100</li> <li>• HEDI rating</li> </ul>	Overall Composite <ul style="list-style-type: none"> <li>• HEDI rating (based on the Evaluation Matrix)</li> </ul>

# Staff Evaluation Reporting under Education Law §3012-d: Logistics

- Data submission deadlines for 2015-16 remain consistent with those in past years (late August through mid-October).
- The current Staff Evaluation template will be modified to accommodate submission of Staff Evaluation data under both Education Law §3012-c and Education Law §3012-d, consistent with the approved 2015-16 APPR plan.
- A new field, Evaluation Group Code, will be used to indicate the type of plan the LEA has approved for the 2015-16 school year.
- Edit checks will exist to allow only the elements related to the approved plan type to be submitted.

# Staff Evaluation Reporting under Education Law §3012-d: Logistics (continued)

- Level 0, Level 1, and Level 2 will have a list of LEAs and the type of plan they have approved for the 2015-16 school year to ensure submission of the correct data elements.
  - These lists will be distributed to each level by the end of March 2016.
- IRS is working with Level 0 and Level 2 to update edit checks and documentation to accommodate submission under both Education Law §3012-c and Education Law §3012-d.
- Further information regarding Staff Evaluation data collection will be shared with the field in spring 2016.
- Resources can be found here:  
<https://www.engageny.org/resource/resources-closeout-2015-16-appr.>

# Reporting Transition Scores/Ratings Per §§ 30-2.14 and 30-3.17 of the Rules of the Board of Regents

- Regulation changes adopted by the Board of Regents at their December 2015 meeting remove the impact of grades 3-8 NYS ELA and Math State Assessments (State-provided growth scores and SLOs tied to these assessments) and State-provided growth scores resulting from Common Core Regents Exams from teacher and principal evaluation.
- For the transition period (2015-16 through 2018-19), LEAs are required to calculate both original and transition staff evaluation scores and ratings.
  - Original staff evaluation scores and ratings will be calculated and provided for advisory purposes only.
- For impacted educators, both sets of staff evaluation scores and ratings will need to be submitted to the Department.
- Guidance regarding the impact of this regulation change is posted here: <http://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations>.

# Reporting Transition Scores/Ratings Per §§ 30-2.14 and 30-3.17 of the Rules of the Board of Regents

- Any educator who is impacted by transition scores and ratings because their evaluation is based in part on the grades 3-8 NYS ELA/Math Assessments or State-provided growth scores resulting from Common Core Regents Exams, will have two sets of staff evaluation data – an original set of scores and ratings and a set of transition scores and ratings.
  - Educators who are not affected by the transition should only be submitted with one set of staff evaluation scores and ratings.
- Transition codes have been added to the Staff Evaluation template for both 3012-c and 3012-d to accommodate data submission requirements during the transition period.



# Reporting Transition Scores and Ratings under Education Law §3012-c

<b>Impacted by Transition</b> Submit ORIGINAL and TRANSITION scores and ratings for all subcomponents and Overall Composite <i>(ex. grade four teacher)</i>	<b>Not Impacted by Transition</b> Submit ORIGINAL scores and ratings only <i>(ex. grade one teacher not using NYS 3-8 ELA/Math assessments or building State-provided growth score)</i>
State Growth or Other Comparable Measures subcomponent <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 State-provided growth score</li> <li>TRANSITION: Do not submit subcomponent</li> </ul>	State Growth or Other Comparable Measures subcomponent <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 score based on SLO</li> <li>TRANSITION NOT NEEDED</li> </ul>
Locally-Selected Measures subcomponent (ex. based on a measure other than NYS 3-8 ELA/Math assessments or building State-provided growth score) <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 score based on locally determined-measure</li> <li>TRANSITION: Scaled up score per process identified by district/BOCES</li> </ul>	Locally-Selected Measures subcomponent (ex. based on a measure other than NYS 3-8 ELA/Math assessments or building State-provided growth score) <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 score based on locally determined-measure</li> <li>TRANSITION NOT NEEDED</li> </ul>
Other Measures subcomponent <ul style="list-style-type: none"> <li>ORIGINAL: 0-60 score based on rubric</li> <li>TRANSITION: Scaled up score per process identified by district/BOCES based on rubric</li> </ul>	Other Measures subcomponent <ul style="list-style-type: none"> <li>ORIGINAL: 0-60 score based on rubric</li> <li>TRANSITION NOT NEEDED</li> </ul>
Overall Composite <ul style="list-style-type: none"> <li>ORIGINAL: 0-100 score and rating based on the combination of all original subcomponent scores</li> <li>TRANSITION: 0-100 score and rating based on the combination of all existing transition subcomponent scores, or scaled up Overall Composite score</li> </ul>	Overall Composite <ul style="list-style-type: none"> <li>ORIGINAL: 0-100 score and rating based on the combination of all original subcomponent scores</li> <li>TRANSITION NOT NEEDED</li> </ul>

# Reporting Transition Scores and Ratings under Education Law §3012-d

<b>Impacted by Transition (2015-16 school year only)</b> Submit ORIGINAL and TRANSITION scores and ratings for all subcomponents, categories and Overall Composite (ex. grade four teacher)	<b>Not Impacted by Transition</b> Submit ORIGINAL scores and ratings only (ex. grade one teacher not using NYS 3-8 ELA/Math assessments or building State-provided growth score)
<b>Required Student Performance subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 State-provided growth score and corresponding HEDI rating</li> <li>TRANSITION: Do not submit subcomponent</li> </ul>	<b>Required Student Performance subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 score based on SLO and corresponding HEDI rating</li> <li>TRANSITION NOT NEEDED</li> </ul>
<b>Optional Student Performance subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 score based on supplemental assessment and corresponding HEDI rating</li> <li>TRANSITION: 0-20 score based on supplemental assessment and corresponding HEDI rating</li> </ul>	<b>Optional Student Performance subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: 0-20 score based on supplemental assessment and corresponding HEDI rating</li> <li>TRANSITION NOT NEEDED</li> </ul>
<b>Overall Student Performance category</b> <ul style="list-style-type: none"> <li>ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan)</li> <li>TRANSITION: HEDI rating from the Optional Student Performance subcomponent</li> </ul>	<b>Overall Student Performance category</b> <ul style="list-style-type: none"> <li>ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan)</li> <li>TRANSITION NOT NEEDED</li> </ul>
<b>Required Teacher Observation / Principal School Visit subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: Score from 1-4 and HEDI rating based on rubric</li> <li>TRANSITION: Score from 1-4 and HEDI rating based on rubric</li> </ul>	<b>Required Teacher Observation / Principal School Visit subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: Score from 1-4 and HEDI rating based on rubric</li> <li>TRANSITION NOT NEEDED</li> </ul>
<b>Optional Teacher Observation / Principal School Visit subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: Score from 1-4 and HEDI rating based on rubric</li> <li>TRANSITION: Score from 1-4 and HEDI rating based on rubric</li> </ul>	<b>Optional Teacher Observation / Principal School Visit subcomponent</b> <ul style="list-style-type: none"> <li>ORIGINAL: Score from 1-4 and HEDI rating based on rubric</li> <li>TRANSITION NOT NEEDED</li> </ul>
<b>Overall Teacher Observation / Principal School Visit category</b> <ul style="list-style-type: none"> <li>ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan)</li> <li>TRANSITION: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan)</li> </ul>	<b>Overall Teacher Observation / Principal School Visit category</b> <ul style="list-style-type: none"> <li>ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan)</li> <li>TRANSITION NOT NEEDED</li> </ul>
<b>Overall Composite</b> <ul style="list-style-type: none"> <li>ORIGINAL: HEDI rating (based on the Evaluation Matrix)</li> <li>TRANSITION: HEDI rating (based on the Evaluation Matrix)</li> </ul>	<b>Overall Composite</b> <ul style="list-style-type: none"> <li>HEDI rating (based on the Evaluation Matrix)</li> <li>TRANSITION NOT NEEDED</li> </ul>