



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

Staff Evaluation Data Reporting for the 2016-17 School Year

Requirements under Education Law
§3012-d

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

As outlined in [APPR Guidance](#) (M5, p.148), 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. 124)

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"> • Score from 0-20 	<p>Required Student Performance subcomponent (State-provided growth and/or SLOs)</p> <ul style="list-style-type: none"> • Score from 0-20 • HEDI rating (Highly Effective, Effective, Developing, or Ineffective)
<p>Locally-Selected Measures subcomponent</p> <ul style="list-style-type: none"> • Score from 0-20 	<p>Optional Student Performance subcomponent</p> <ul style="list-style-type: none"> • Score from 0-20 • HEDI rating
N/A	<p>Overall Student Performance category</p> <ul style="list-style-type: none"> • HEDI rating (combination of the required and optional subcomponents, per the weighting indicated in the approved APPR plan for 2016-17)

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* Please note: Information on Education Law §3012-c is provided for comparison purposes only; all LEAs are operating under Education Law §3012-d for the 2016-17 year.

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"> • Score from 1-4 or 0 • HEDI rating
N/A	Optional Teacher Observation / Principal School Visit subcomponent <ul style="list-style-type: none"> • Score from 1-4 • HEDI rating
Other Measures subcomponent <ul style="list-style-type: none"> • Score from 0-60 • HEDI rating 	Overall Teacher Observation / Principal School Visit category <ul style="list-style-type: none"> • HEDI rating (combination of the required and optional subcomponents, per the weighting indicated in the approved APPR plan for 2016-17)
Overall Composite <ul style="list-style-type: none"> • Score from 0-100 • HEDI rating 	Overall Composite <ul style="list-style-type: none"> • HEDI rating (based on the Evaluation Matrix)

* Please note: Information on Education Law §3012-c is provided for comparison purposes only; all LEAs are operating under Education Law §3012-d for the 2016-17 year.

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

- Data submission deadlines for 2016-17 remain consistent with those in past years (late August through late October).
- All LEAs have approved plans under Education Law §3012-d for the 2016-17 school year.
- The Staff Evaluation template will accommodate submission of Staff Evaluation data only under Education Law §3012-d.
- Transition regulations remain in place for the 2016-17 school year; original and transition scores and ratings must be submitted for all impacted educators.
- Further information regarding Staff Evaluation data collection will be shared with the field in spring 2017.
- Resources can be found here:
<https://www.engageny.org/resource/resources-closeout-2016-17-appr.>

Reporting Transition Scores/Ratings

- 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 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, where applicable, 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

- 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 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 were added to the Staff Evaluation template last year to accommodate data submission requirements during the transition period.



** Please note: SLOs based on Regents exams are not excluded during the APPR Transition period.*

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

Impacted by Transition Submit ORIGINAL and TRANSITION scores and ratings for all subcomponents, categories and Overall Composite (ex. grade four teacher)	Not Impacted by Transition Submit ORIGINAL scores and ratings only (ex. grade one teacher not using NYS 3-8 ELA/Math assessments or building State-provided growth score)
Required Student Performance subcomponent <ul style="list-style-type: none"> ORIGINAL: 0-20 State-provided growth score and corresponding HEDI rating TRANSITION: 0-20 score based on Alternate SLO and corresponding HEDI rating (transition task 2 in the approved APPR or the process outlined on the approved Supplemental Form for Alternate SLOs). 	Required Student Performance subcomponent <ul style="list-style-type: none"> ORIGINAL: 0-20 score based on SLO and corresponding HEDI rating TRANSITION NOT NEEDED
Optional Student Performance subcomponent <ul style="list-style-type: none"> ORIGINAL: Optional subcomponent not used; report 00 code with no rating TRANSITION NOT NEEDED 	Optional Student Performance subcomponent <ul style="list-style-type: none"> ORIGINAL: 0-20 score based on supplemental assessment and corresponding HEDI rating TRANSITION NOT NEEDED
Overall Student Performance category <ul style="list-style-type: none"> ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan using the SPG rating and optional subcomponent rating) TRANSITION: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan using the Alternate SLO and optional subcomponent rating) 	Overall Student Performance category <ul style="list-style-type: none"> ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) TRANSITION NOT NEEDED
Required Teacher Observation / Principal School Visit subcomponent <ul style="list-style-type: none"> ORIGINAL: Score from 1-4 or 0 and HEDI rating based on rubric TRANSITION: Score from 1-4 or 0 and HEDI rating based on rubric 	Required Teacher Observation / Principal School Visit subcomponent <ul style="list-style-type: none"> ORIGINAL: Score from 1-4 or 0 and HEDI rating based on rubric TRANSITION NOT NEEDED
Optional Teacher Observation / Principal School Visit subcomponent <ul style="list-style-type: none"> ORIGINAL: Score from 1-4 and HEDI rating based on rubric TRANSITION: Score from 1-4 and HEDI rating based on rubric 	Optional Teacher Observation / Principal School Visit subcomponent <ul style="list-style-type: none"> ORIGINAL: Score from 1-4 and HEDI rating based on rubric TRANSITION NOT NEEDED
Overall Teacher Observation / Principal School Visit category <ul style="list-style-type: none"> ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) TRANSITION: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) 	Overall Teacher Observation / Principal School Visit category <ul style="list-style-type: none"> ORIGINAL: HEDI rating (combined subcomponents, per the weighting indicated in the approved APPR plan) TRANSITION NOT NEEDED
Overall Composite <ul style="list-style-type: none"> ORIGINAL: HEDI rating (based on the Evaluation Matrix) TRANSITION: HEDI rating (based on the Evaluation Matrix) 	Overall Composite <ul style="list-style-type: none"> HEDI rating (based on the Evaluation Matrix) TRANSITION NOT NEEDED