

Common Core Committee Presentation 5

Committee
Meeting
June 1, 2015

Session 5 -
SED Draft Regulations
to Implement
2015-16 State Budget

Governor Used Appropriations for Policy

Appropriation Bills

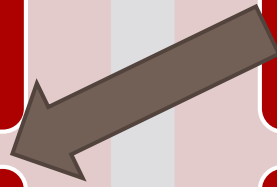
Enact spending limits

More difficult for
Legislature to Amend

Language Bills

Enact policy
proposals

Easier for Legislature
to amend



*Made possible by 2 court cases: *Silver v. Pataki* (2004) and *Pataki v. Assembly* (2004)

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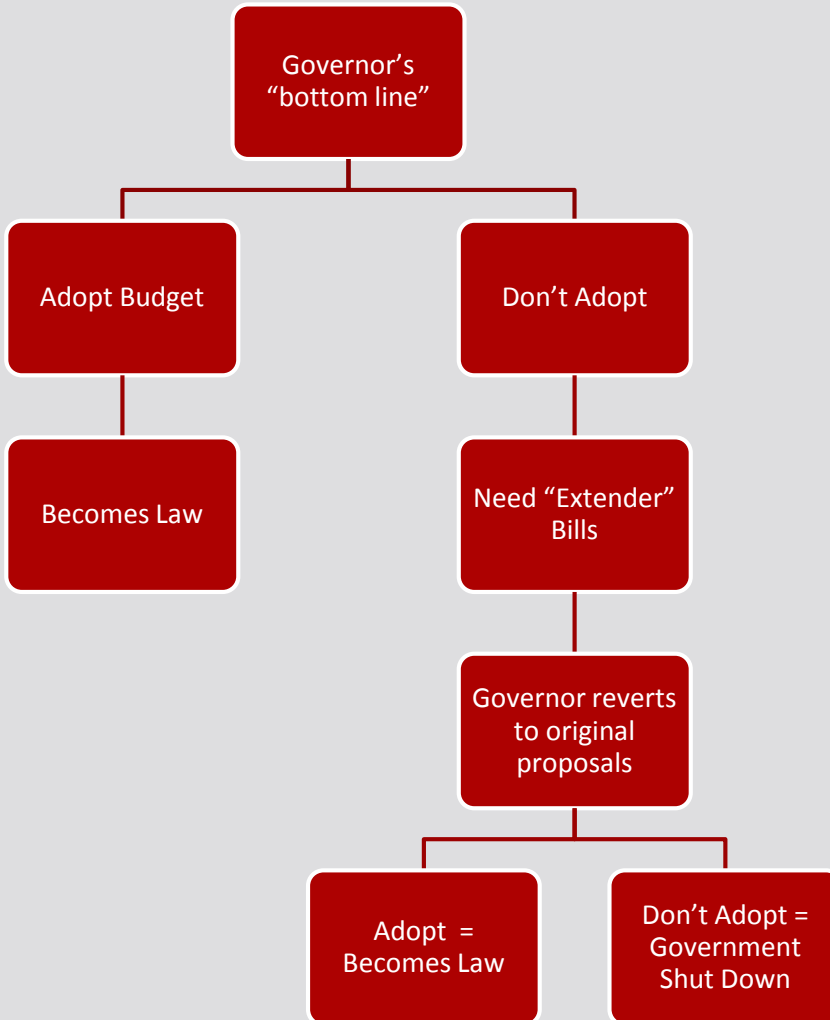
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Legislature “Forced?” to Adopt?



If the Legislature didn't accept the Governor's final negotiating position, they were at risk of him threatening them with the choice between reverting to his original proposals and shutting down government.

Enacted Changes

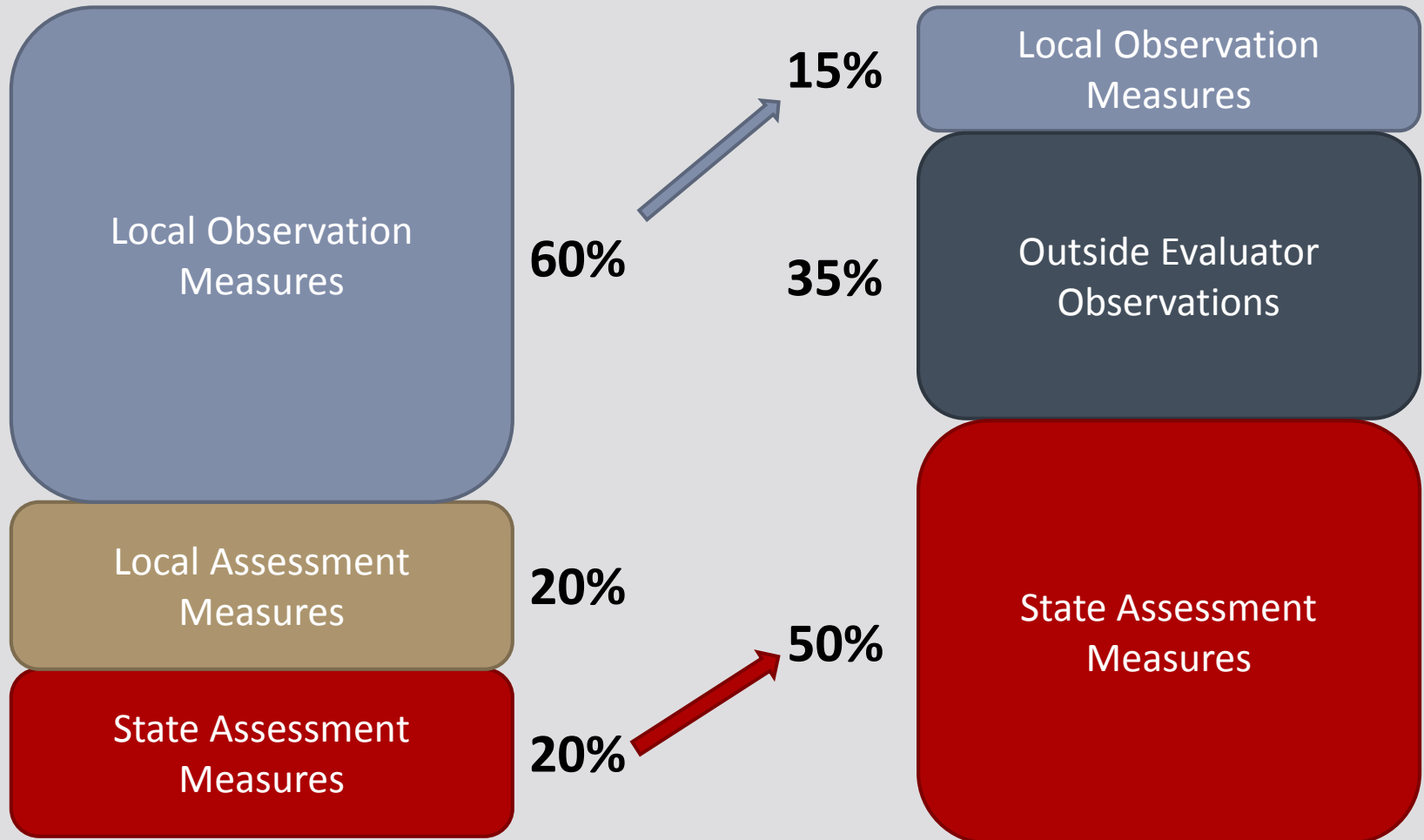
Teacher Evaluations

- Test Component
 - Includes state tests, including Regents.
 - May include an additional test (from SED-approved list)
 - SLOs for non-tested subjects
- Observation Component
 - 2 Required (principal & “independent” evaluator)
 - 1 Optional (by “effective” rated peer)
- SED determines growth, scoring bands

Teacher/Principal Tenure

- Probationary period 3→4 years
 - Must have 3 ratings of “effective” or higher
 - If “ineffective” rating in 4th year, can get a 5th year, but not tenure
 - Reduced to 3 years for tenured teacher from another district (who left in good standing)
- Probationary employees may be dismissed at any time (for permissible reasons)
- Applies to persons “appointed” after 7/1/15

Governor's Proposed Change APPR



Instead a “Matrix”

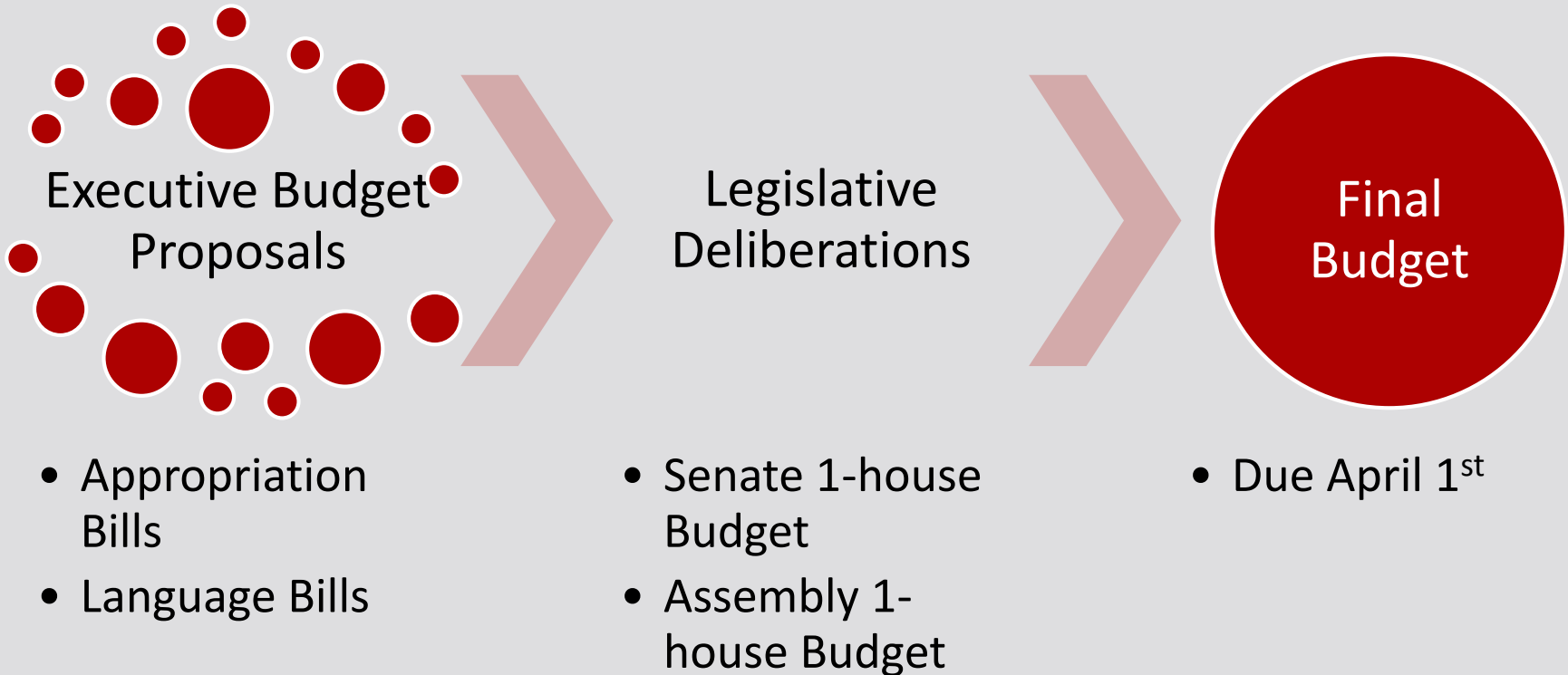
Observations → State Tests ↓	Highly Effective ↓	Effective ↓	Developing ↓	Ineffective ↓
Highly Effective →	Highly Effective	Highly Effective	Effective	Developing
Effective →	Highly Effective	Effective	Effective	Developing
Developing →	Effective	Effective	Developing	Ineffective
Ineffective →	Developing	Developing	Ineffective	Ineffective

Teacher Discipline/Dismissal

- Dismissal for incompetence
 - 2 “ineffective” ratings in a row = *prima facie* evidence of incompetence.
 - District may bring dismissal charges
 - Can be rebutted by “clear and convincing evidence”
 - 3 “ineffective” ratings in a row = *prima facie* evidence of incompetence.
 - District must bring dismissal charges
 - Can only be rebutted by proving fraud

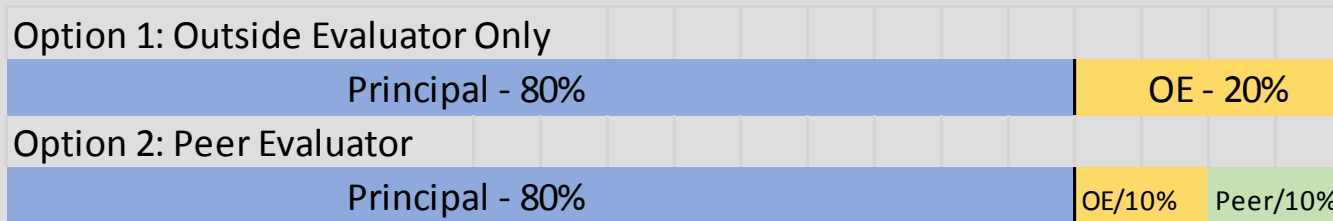
- Expedited dismissal for physical/sexual abuse of a child.

State Budget Process; What Next?

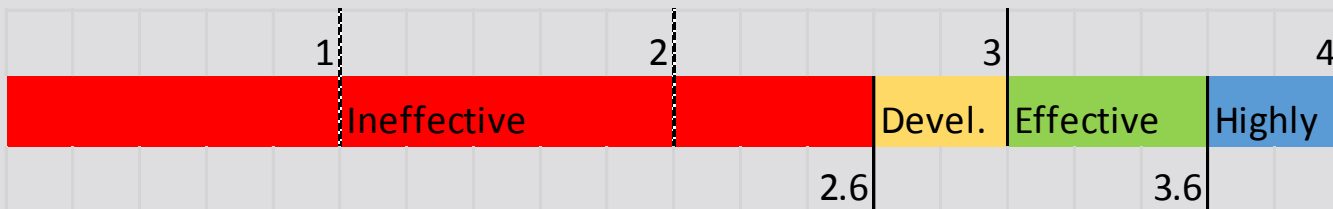


SED Proposals - Observations

■ Weighting



■ Rating/Scaling



■ Format

- 2x 20 minutes (teachers rated D/I previous year)
- 2x 10 minutes (teachers rated H/E previous year)
- At least one unannounced
- Video permissible.

1 by principal
1 by OE

SED Proposals - Test Scores

■ Optional Student Growth Subcomponent Weighting

Option 1: State Growth Score Only

State Growth Score or SLO - 100%

Option 2: Optional Student Growth Subcomponent

State Growth Score or SLO - 80%

Optional - 20%

■ Scoring Ranges

Current HEDI Conversion

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
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Proposed HEDI Conversion

Ineffective									Devel.	Effective				Highly
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SLO Score Ranges

- Same student percentages = HEDI
- Conversion to 20 points only needed for comparability to growth scores
- “Superintendents continue to have sole discretion to determine SLO targets. These targets must reflect a year of expected student growth, which will vary by a student’s academic preparedness and learning needs.”

Current System		SLO Score Range	SED Proposed	
Rating	Students Meeting Target		Rating	Students Meeting Target
I	0-65%	0	I	0-4%
I		1	I	5-9%
I		2	I	10-14%
D	66-77%	3	I	15-19%
D		4	I	20-24%
D		5	I	25-29%
D		6	I	30-34%
D		7	I	35-39%
D		8	I	40-44%
E	78-85%	9	I	45-49%
E		10	I	50-54%
E		11	I	55-59%
E		12	I	60-64%
E		13	D	65-69%
E		14	D	70-74%
E		15	E	75-79%
E		16	E	80-84%
E		17	E	85-89%
H	86-100%	18	H	90-92%
H		19	H	93-96%
H		20	H	97-100%