

Scoring Methodology for the 60% Teacher Effects

NYSUT recommends the outcomes/scores of the 60% Teacher Effects be tied to an average rubric score from 1-4. Using these standard scores will make the conversion to a rating easier to understand and compute.

Converting points to a rating

The teacher's rating will drive how many points the teacher will receive toward the composite score. In this subcomponent, the teacher should first be rated according to the rubric, that rating would determine where the teacher falls in the HEDI categories, and then the points are applied. For example, a teacher that scores 3.0 on the rubric would translate to a score in the "effective" range. The teacher would then receive 58 points toward the composite score.

Calculating Steps

- Taking into account the SED preset scales for the other two sub-components and the composite scores, NYSUT calculated the scale (point distribution) for each rating category (Highly Effective=59-60, Effective=57-58, Developing=50-56, Ineffective=0-49) for this sub-component.
- Once these sub-component scale scores were determined, NYSUT calculated how much each rubric score category of 1-4 would be worth, based on the number of points within each category. For example, a 1 on the rubric equates to an ineffective rating, the number of possible rubric points in the 1 range would need to equate to the 49 points of the ineffective subcomponent score. SED requires that all points 0-60 are reachable, so the rubric scores in the Ineffective range were expanded in order to accommodate all of the possible scores 0-49. Each category conversion was calculated based on the possible number of rubric scores and the number of sub-component points within each category.

Teacher Effects Conversion Scale

Level	Overall rubric average score	60 point distribution for composite
Ineffective	1-1.4	0-49
Developing	1.5-2.4	50-56
Effective	2.5-3.4	57-58
Highly Effective	3.5-4	59-60

The detailed conversion chart below allows districts to convert any average rubric score to a specific conversion score for that sub-component.

Rubric Score to Sub-Component Conversion Chart

Total Average Rubric Score	Category	Conversion score for composite
Ineffective 0-49		
1.000		0
1.008		1
1.017		2
1.025		3
1.033		4
1.042		5
1.050		6
1.058		7
1.067		8
1.075		9
1.083		10
1.092		11
1.100		12
1.108		13
1.115		14
1.123		15
1.131		16
1.138		17
1.146		18
1.154		19
1.162		20
1.169		21
1.177		22
1.185		23
1.192		24
1.200		25
1.208		26
1.217		27
1.225		28
1.233		29
1.242		30
1.250		31
1.258		32
1.267		33
1.275		34
1.283		35
1.292		36
1.300		37
1.308		38
1.317		39
1.325		40
1.333		41
1.342		42
1.350		43
1.358		44
1.367		45
1.375		46

1.383		47
1.392		48
1.400		49
Developing 50-56		
1.5		50
1.6		50.7
1.7		51.4
1.8		52.1
1.9		52.8
2		53.5
2.1		54.2
2.2		54.9
2.3		55.6
2.4		56.3
Effective 57-58		
2.5		57
2.6		57.2
2.7		57.4
2.8		57.6
2.9		57.8
3		58
3.1		58.2
3.2		58.4
3.3		58.6
3.4		58.8
Highly Effective 59-60		
3.5		59
3.6		59.3
3.7		59.5
3.8		59.8
3.9		60
4		60.25 (round to 60)

NYSUT TED Rubric Example

Assessment of Teacher Effectiveness Standard	Observation #1 and Evidence Score	Observation #2 and Evidence Score	Observation #3 and Evidence Score
Standard 1 Knowledge of Student and Student Learning	3		4
Standard 2 Knowledge of Content and Instructional Planning	4		
Standard 3 Instructional Practice	3		3
Standard 4 Learning Environment		3	
Standard 5 Assessment for Student Learning	2		4
Standard 6 Professional Responsibilities and Collaboration			3
Standard 7 Professional Growth			2
Subtotal of observation and evidence column	12	3	16
Divide by the number of standards evaluated in each column	$12/4 = 3$	$3/1 = 3$	$16/5 = 3.2$
Average the final scores		$9.2/3 = 3.06$	$\div \# \text{ of obs}$
Total score of Professional Practice 1-4 Rating	3.06		
HEDI Rating	Effective		
Sub-component score	58		

**Rubrics for Enhancing Professional Practice: A Framework for Teaching
Danielson Rubric**

Danielson Performance Level	SED Performance Level	Rating
Unsatisfactory	Ineffective	1
Basic	Developing	2
Proficient	Effective	3
Distinguished	Highly Effective	4

Assessment of teacher effectiveness	Observation/Evidence	
Domain Scores	Average	Weighting
Domain 1 Planning and Preparation	2.4	13% = 0.3
Domain 2 The Classroom Environment	3.1	21% = 0.6
Domain 3 Instruction	2.6	21% = 0.5
Domain 4 Professional Responsibilities	2.1	13% = 0.3
Other Evidence	3.4	33%=1.1
Subtotal	13.6	2.9
Divide by the number of Domains/evidence	$13.6/5 = 2.7$	
Final score	2.7	2.9
	Not Weighted	Weighted
HEDI Rating	Effective	Effective
Sub-component score (using conversion chart)	57.4	57.8

Marzano / iObservation

Assessment of Teacher Effectiveness Domain	Domain Score	Domain Weighting*
Domain 1 Classroom Strategies and Behaviors (41 Elements)	3	68% = 2.4
Domain 2 Planning and Preparing for Lessons and Units (8 Elements)	4	14% = .56
Domain 3 Reflecting on Teaching (5 Elements)	2	8% = .16
Domain 4 Collegiality and Professionalism (6 Elements)	1	10% = 0.1
Total Rubric Score		2.86
HEDI Rating	Effective	
Sub-Component Score (Using conversion chart)	57.7	

*Marzano recommended weighting

Kim Marshall Rubric Example

Assessment of Teacher Effectiveness Domain	Domain Score Based on Average of Criteria Scores
Domain 1 A. Planning and Preparation of Learning (10 Criteria)	3.4
Domain 2 B. Classroom Management (10 Criteria)	3.5
Domain 3 C. Delivery of Instruction (10 Criteria)	3.7
Domain 4 D. Monitoring, Assessment, and Follow-up (10 Criteria)	3
Domain 5 E. Family and Community Outreach (10 Criteria)	2.9
Domain 6 F. Professional Responsibilities (10 Criteria)	3.6
Total Rubric Score	20.1 / 6 = 3.35
HEDI Rating	Effective
Sub-Component Score (Using conversion chart)	58.8

