

Step 3: Identify who will have State-provided growth measures and who must have Student Learning Objectives (SLOs) as comparable growth measures (20-25 points).

Are 50-100% of students in the teacher's course/section covered by a State-provided growth measure?

No

Yes

These teachers will receive a growth score from the State for the full 20% (increasing to 25% after a Value-Added model is approved).

These teachers must have SLOs (20%).

1. If any course/section has State-provided growth measures, at least 1 SLO MUST use it.
2. SLOs MUST cover the courses taught with the largest number of students, combining sections with common assessments, until a majority of students are covered.
3. If any of the largest courses have a State/Regents assessment (but do not have State-provided growth measures), the State/Regents assessment MUST be used as evidence in the SLO.

Keep in Mind:

- Grades 6-7 Science and 6-8 Social Studies must use one of the following assessment options: State-approved 3rd party; district, regional, or BOCES-developed assessment.
- Subjects that do not end in a State/Regents assessment and/or are not 6-7 Science and/or 6-8 Social Studies must use one of the following assessment options: State approved 3rd party; district, regional or BOCES – developed assessment; school- or BOCES-wide, group, or team results based on State assessments.
- District, regional or BOCES-developed assessments are allowable provided that the District or BOCES verifies comparability and rigor.
- Please see: <http://engageny.org/resource/student-learning-objectives/> for materials related to SLOs.

Step 1:
Pick a
rubric

Step 2:
Agree on
60 point
measures

Step 3:
State-
provided
growth
or
SLO?

Step 4:
Pick
local
student
achievement
measures

Step 3: Identify who will have State-provided growth measures and who must have Student Learning Objectives (SLOs) as comparable growth measures.

Are at least 30% of students in the principal's school or program being taught ELA and/or Math in grades 4-8 and/or taking State/Regents assessments if high school level?

No

Yes

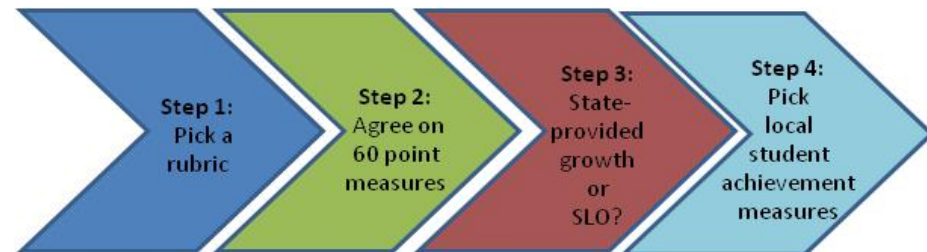
These principals will receive a growth score from the State for the full 20% (increasing to 25% after a Value-Added measure is approved).

These principals must have SLOs (20%) with school-level results from the following options:

1. State assessment (or Regents equivalents), if one exists.
2. List of State-approved 3rd party assessments.
3. District, regional, or BOCES-developed assessments provided that the District or BOCES verifies comparability and rigor.

Keep in Mind:

- Most principals will have State-provided Growth measures. Principals with SLOs will typically include those with early-childhood configurations (PK-3 or similar); principal of programs for Career and Technical Education or programs for students with disabilities where less than 30% of students take the State assessments.
- Please see: <http://usny.nysed.gov/rttt/teachers-leaders/fieldguidance.pdf> for further details.



Step 4: Select local measures of student achievement for all grades/subjects (15-20 points).

Does the district already have a comparable assessment measure of student achievement or growth that is currently in use across all classrooms in the same grade/subject it wishes to use?

No

Yes

You're done with Step 3 for these grades/subjects. Local measures will count for 20% (for applicable teachers, this will decrease to 15% after a Value-Added measure is approved).

Keep in Mind:

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- Districts should select the same measure of student growth or achievement across all classrooms in the same grade/subject to ensure comparability.
- The State-approved list meets prescribed criteria for comparability and rigor; districts/BOCES who develop assessments will need to verify comparability and rigor.
- Districts may use more than one type of measure within a grade/subject if they prove comparability.
- Measures selected for local must be different than the measures used for the Growth subcomponent.
- Please see: <http://engageny.org/resource/student-learning-objectives/> for materials related to SLOs.
- Collective bargaining considerations.

Choose one of the following options that ensures comparability and rigor:

1. Measures based on State assessments, Regents, examination, and/or Regent-equivalents. These include:
 - The change in percentage of a teacher's students who achieve a specific level of performance as determined locally, on such assessments/examinations in the previous year.
 - Teacher-specific growth computed by NYSED based on % of the teacher's students earning a State-determined level of growth. Methodology to translate such growth into State-established sub-component scoring ranges shall be determined locally.
 - Other teacher-specific growth or achievement measure using State, Regents, and/or department approved alternative examinations computed in a manner determined locally.
2. State-approved list of 3rd party assessments
3. District, regional, or BOCES-developed assessment
4. School-wide growth or achievement results based on:
 - State-provided school-wide growth score for all students taking State ELA or Math assessments in grades 4-8
 - Locally-computed measure based on State, State approved 3rd party, or a district, regional, or BOCES-developed assessment
5. SLOs with any State, approved 3rd party, or district/regional/BOCES-developed assessment (*option is only for teachers without a State-approved Growth or Value-Added measure for Growth subcomponent*)

Step 4a: Select local measures of student achievement for all principals in same or similar programs or grade configuration (elementary/middle schools) across District or BOCES.

Does the District already have a comparable assessment measure of student achievement or growth that is currently in use across all programs or grade configurations in the District or BOCES that it wishes to use?

No

Yes

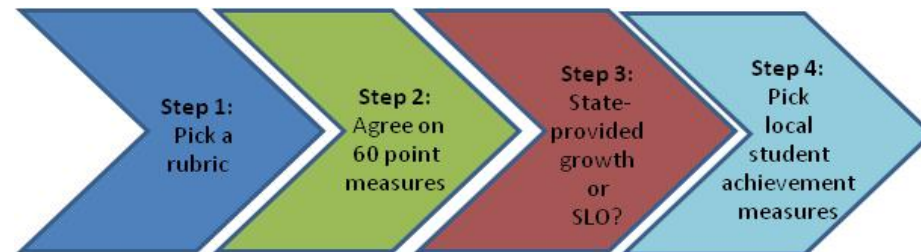
You're done with Step 3. Local measures will count for 20% (for applicable principals, this will decrease to 15% after a Value-Added measure is approved).

Choose one of the following options that ensures comparability and rigor:

1. Achievement levels on State assessments (% proficient or advanced) in ELA and Math Grades 4-8.
2. Growth or achievement for student subgroups (SWD, ELL) on State assessments in ELA and Math Grades 4-8.
3. Growth or achievement of students in ELA and Math (Grades 4-8) starting at specific performance levels (e.g., Level 1, Level 2) on State or other assessments.
4. SLOs (if principals do not have a State approved growth or Value-Added measure for Growth subcomponent) used with any State, approved 3rd party, or district, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms.
5. Student performance on any District-wide locally-selected assessments approved for use in teacher evaluations.

Keep in Mind:

- Measures selected for local must be different than the measures used for the Growth subcomponent.
- Please see: <http://engageny.org/resource/student-learning-objectives/> for materials related to SLOs.
- Collective bargaining considerations.



Step 4b: Select local measures of student achievement for all principals in same or similar programs or grade configuration (high schools) across District or BOCES.

Does the District already have a comparable assessment measure of student achievement or growth that is currently in use across all programs or grade configurations in the District or BOCES that it wishes to use?

No

Yes

You're done with Step 3. Local measures will count for 20% (for applicable principals, this will decrease to 15% after a Value-Added measure is approved).

Choose one of the following options that ensures comparability and rigor:

1. Percent of cohort achieving specified scores on Regents exams, AP, IB, or other Regents-equivalents.
2. Graduation rates (4, 5, 6 years) and/or dropout rates.
3. Graduation % with Advanced Regents designation and/or honors.
4. Credit accumulation (e.g., 9th and 10th grade) or other strong predictor of progress toward graduation.
5. SLOs (if principals do not have a State provided growth measure for Growth subcomponent) used with any State, approved 3rd party, or district, regional, or BOCES-developed assessment that is rigorous and comparable across classrooms.
6. Student performance on any District-wide locally-selected assessments approved for use in teacher evaluations.

Keep in Mind:

- Measures selected for local must be different than the measures used for the Growth subcomponent.
- Please see: <http://engageny.org/resource/student-learning-objectives/> for materials related to SLOs.
- Collective bargaining considerations.

