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Advance Overview



Advance, New York City's system of teacher evaluation and development, was designed to provide the City's teachers with accurate feedback on their performance and the support necessary to improve their practice, with the goal of improved student outcomes to ensure all students graduate college and career ready.

Though *Advance* was formally established on June 1, 2013 in alignment with the New York State Education Department's education law 3012-c on teacher and school leader performance reviews, its design was informed by three years of pilot work in New York City's schools. *Advance* uses multiple measures – including observations of classroom practice, review of teachers' artifacts, student outcome data, and student feedback – to provide teachers, school leaders, and families with a more accurate understanding of teacher effectiveness than ever before.

For an overview of the major components of *Advance*, click the boxes below.

- [60 percent: Measures of Teacher Practice \(MOTP\)](#)

All teachers receive:

- [Assessment of their practice](#) using Charlotte Danielson's 2013 *Framework for Teaching*, including a greater emphasis on components of teaching related to their classroom environment and instruction.
- [Multiple classroom observations](#) by their principal or other administrator, with teachers having a choice between two options for length and frequency of observations.
- [Review of up to eight artifacts](#) (or documents) demonstrating their efforts to plan and prepare instruction and participate in their professional community.
- [Feedback](#) on all observations and artifacts of teacher practice.
- [Student Feedback](#) via the *Advance* Student Survey (for teachers in grades 3-12 only; will not count towards annual rating in 2014-15 school year).

- [40 percent: State and Local Measures of Student Learning \(MOSL\)](#)

- [Other System Requirements](#)

