



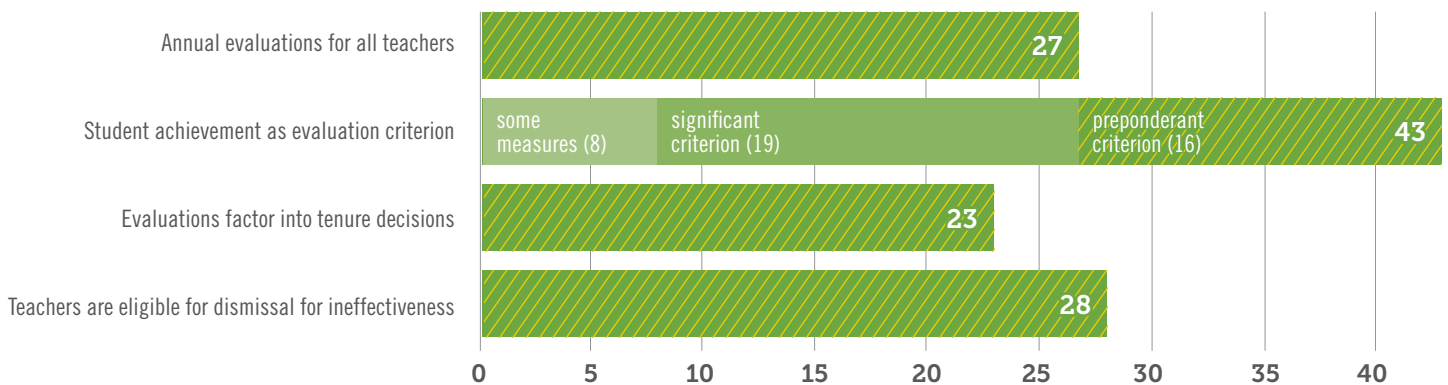
# TEACHER EVALUATION POLICY IN NEW YORK:

## Where is New York in implementing teacher effectiveness policies?

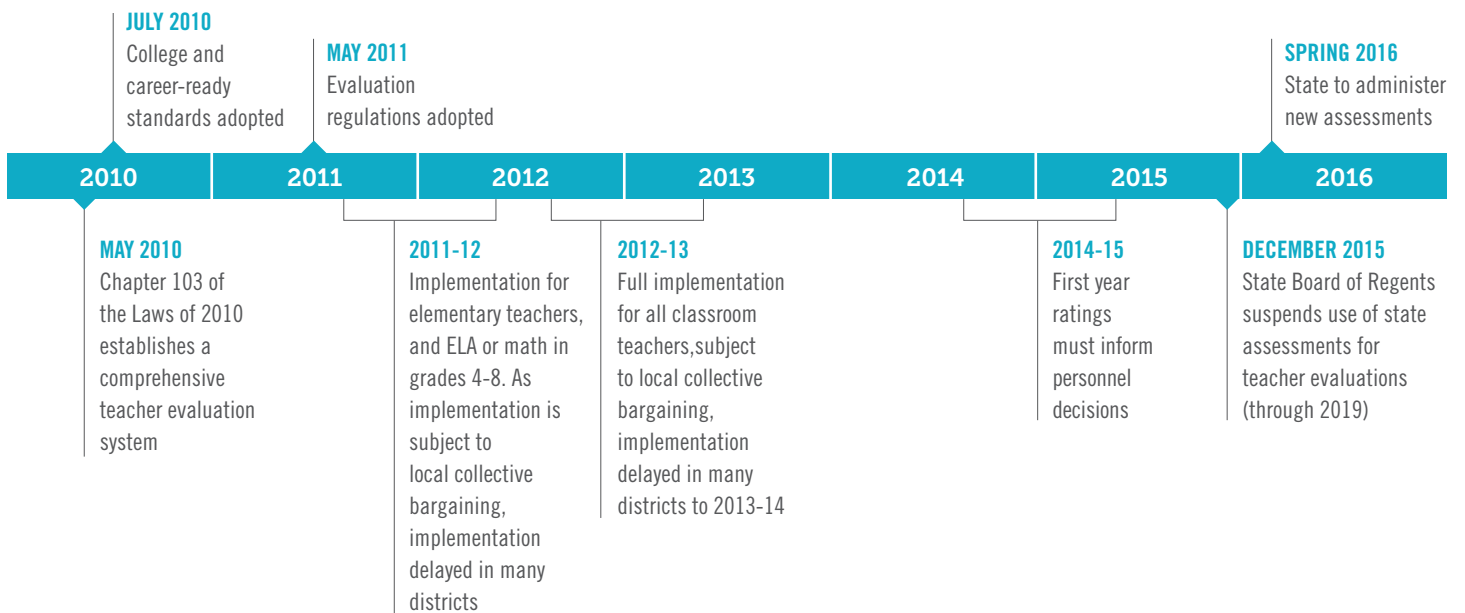
### THE NATIONAL PICTURE

#### STATE TEACHER EVALUATION POLICIES (2015)

NEW YORK 



#### NEW YORK'S IMPLEMENTATION TIMELINE



## NEW YORK'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	State criteria or framework for district-designed evaluation system.
Use of achievement data/student growth in teacher evaluations	New York requires that half of a teacher's evaluation score be based on student academic achievement.
Observations	Multiple classroom observations are required.
Tenure Policy	At the conclusion of the four year probationary period, teachers must be rated effective or highly effective for three out of four years.
Dismissal Policy	Teachers can be dismissed for incompetency, which is defined as a pattern of ineffective teaching. Timeline for dismissal of a teacher for ineffective teaching is unclear.

## DOES NEW YORK CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



New York has made important strides in developing high-quality evaluations of teacher effectiveness grounded in student growth and achievement and has articulated some important teacher policies linked to new teacher evaluations. But more can be done to “connect the dots” — ensuring that evaluation results are used to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

For more information about New York and other states' teacher effectiveness policies, NCTQ's *2015 New York State Teacher Policy Yearbook* is immediately available for free download at: [www.nctq.org/statepolicy](http://www.nctq.org/statepolicy)