



# The NYSUT Teacher Practice Rubric

2012 Revised Edition

The NYSUT Teacher Practice Rubric (2012 Revised Edition) has been modified to reflect teacher and evaluator feedback from district field experience.

## Major revisions address:

1. Reduction of duplicative language in related performance indicators from ninety (96) to seventy-eight (78) to facilitate evidence collection,
2. Additional language to guide teaching practices which support more student-centered teaching, enhancing 21st c skills, cognitive engagement and constructivist teaching and learning.
3. Language enhancement to substantiate evidence collection.
4. Clarification of language to strengthen the determination of specific effectiveness rating categories.

## How and from whom did you gather feedback?

We received input in multiple ways from teachers, principals and superintendents during initial implementation (2011-2012) of the NYSUT Teacher Practice Rubric:

- *NYSUT's Teacher Practice Rubric Workgroup*, comprised of selected teachers, principals and other administrators, provided ongoing input based on their extensive use of the rubric's performance descriptors. Collectively hundreds of teachers across the pilot districts were involved in multiple observations using the Teacher Practice Rubric.
- *Multiple training sessions for evaluators (TED Evaluator Academy)*, involving administrators, peer evaluators and national experts, provided numerous opportunities for teachers, principals and district leaders to share their perspectives on improving the quality of the rubric.
- *Multiple training sessions for teachers (TED Stakeholder Academy and TED Educator Academy)* provided opportunities to discuss performance indicators, descriptors and suggestions on evidence collection for the Teacher Practice Rubric.
- *National experts Bernie Cleland and Albert Miller of Teaching and Learning Solutions* completed a final review

of the rubric. These experts are currently training NYS network teams and were the lead facilitators working with the TED pilot districts to develop the NYSUT Teacher Practice Rubric.

## What are the benefits of the revisions to teachers and evaluators:

- The Teacher Practice Rubric is the only SED approved rubric that was developed specifically for New York State Teaching Standards. Clearer and more detailed descriptions of effective teaching practices at various performance categories provide tighter alignment with standards.
- The 2012 Teacher Practice Rubric provides educators with a vocabulary and structure for articulating the more complex and subtle dimensions of teaching practice, facilitating essential conversations that must take place between teachers and evaluators.
- Rubric enhancements strengthen the linkage between evaluation and professional support. The evaluation structure informs the process of collaborative teacher growth. Rubric language provides descriptors for both the basis for rating and guidance for improving practice.
- Rubric guidance document *NYSUT Teacher Practice Rubric Comparative Terms in Descriptors* was developed to provide definitions and examples of performance descriptor terms.
- Informed by research on best practice, the Teacher Practice Rubric has been piloted and field-tested for levels of teacher performance in large and small urban and suburban and rural school districts (more than 33,000 students; 2,686 teachers).
- The Teacher Practice Rubric is a critical tool for both teachers and evaluators and should be distributed early in the evaluation process to be used as the common reference throughout.
- **Recent research** reports by the National Comprehensive Center for Teacher Quality (TQ Center) include NYSUT's TED system as an example of a high-quality teacher evaluation system.



### What if my district is already using the previous NYSUT rubric?

- If your district already has an approved APPR plan, and the district and union decide to use the 2012 version of the rubric, your district should resubmit the APPR plan requesting approval of the plan with the new rubric.
- If you already have an approved APPR plan and the district and union decide not to update it at this time, the old rubric is still on the list of rubrics approved by SED.

### 2011 NYSUT Teacher Practice Rubric

Educators reported significant student gains when focusing on student-centered indicators

Performance indicators

Evidence collection

Terms most commonly used to quantitatively differentiate ratings

Evidence collection related to use of assessment data

Teaching practices to support College and Career readiness

### 2012 NYSUT Teacher Practice Rubric

Language added to strengthen student behaviors to promote student-centered teaching practices

Performance indicators have been merged where appropriate or deleted to reduce duplicity

Language has been adjusted to clarify teacher or student behaviors to substantiate evidence collection and evidence presentation

Guidance document to provide definitions and examples of comparative descriptors in terms

Clarification in language of performance indicators regarding feedback, analysis and application of assessment data

Language added to strengthen attention to 21st century skills and College and Career ready skills throughout all standards