

Instructional Expectations and the Use of Research-based Rubrics

According to the NYCDOE's [instructional expectations](#), principals and other school leaders should engage in short, frequent cycles of classroom observation and feedback, using a research-based rubric to serve as a focus for teacher development. However, at this time, research-based rubrics, like Charlotte Danielson's *Framework for Teaching*, should be used only for formative support of teachers; they should not be used for teacher evaluations. Please see below and read this [joint letter](#) from Chancellor Dennis Walcott, UFT President Michael Mulgrew, and CSA President Ernest Logan for details. Principals should contact their network leaders or email teachereffectiveness@schools.nyc.gov with questions.

CLARIFICATION ON PROVIDING FEEDBACK TO TEACHERS

- New York State Education Law 3012-c mandates the use of a 4-point system (like Danielson's *Framework for Teaching*) for teacher evaluation.
- Because that system has not yet been collectively bargained in NYC, it is important that principals work carefully with teachers during this interim period and ensure they are evaluated according to the current UFT contract (U/S rating).
- The instructional expectations still remain: *principals and other school leaders are expected to engage in short, frequent cycles of classroom observation and feedback using a rubric that articulates clear expectations for teacher practice.*
- **We encourage principals to incorporate Danielson (or a similar rubric) into their cycles of teacher feedback and support.**
- The U/S rating system remains in effect **for the purposes of rating.**

WHAT THIS MEANS IN PRACTICE

- When giving feedback that may be used to support a U rating, principals should be sure to describe the content of the concerns (e.g., questioning) **in a way that does not explicitly reference the new rubric.**
- When potentially pursuing a U rating, there are two things principals cannot do, given that they go beyond the bounds of the current collective bargaining agreement:
 1. Refer specifically to Danielson on the feedback form (i.e., "I was concerned about your performance on 3.2").
 2. Rate teachers' performance on a 4-point scale.
- **Exceptions:** in Talent Management Pilot and Transformation/Restart schools, principals *can* refer to Danielson in teacher evaluations:
 - > Teachers in pilot schools still receive U/S ratings.
 - > Teachers in Transformation & Restart schools receive 4-point (Highly Effective, Effective, Developing, Ineffective) ratings.