

June 15, 2011

The NYSUT Education and Learning Trust is submitting the following good faith estimate of costs associated with the adoption and implementation of the NYSUT Teacher Practice Rubric.

The adoption of the NYSUT Teacher Practice Rubric would require two significant activities: (1) training teachers on the New York State Teaching Standards Elements and Performance Indicators and the NYSUT Teacher Practice Rubric (referred to as stakeholders training) and (2) training of evaluators.

Stakeholder Training: This training program will address the important details of evaluation, such as how teachers are involved in the evaluation process of the district, including the protocols for the evaluation process, performance expectations according to the prescribed rating categories; measures for obtaining evidence of teaching practices using observation and analysis of teaching/student artifacts and an understanding of a goal setting procedures and learning plans to structure continuous professional growth. This training could be delivered in five-three hour sessions to ensure adequate levels of awareness and application of appropriate knowledge and skills necessary for participating in the teacher's annual evaluation. The cost of the fifteen-hour program is approximately \$110 per person.

Evaluator Training: While not a service that will be available by the Education and Learning Trust until 2012, evaluator training is a major component of NYSUT's Comprehensive Teacher Evaluation and Development System. A well trained evaluator is a critical element of a successful teacher evaluation system. The training provides an overview of the evaluation system and the process used for formal observations including, but not limited to, analysis of teaching artifacts during the pre-conference, identification of best in evidence collection, observation, examination of student work, and goal setting and developing learning plans.

The training includes 30 hours of intensive training followed by 15 hours of in-district support with paired coaching to develop evidence collection and inter-rater reliability skills. The estimated cost of the 45-hour program approximates \$650 per person, including the paired observations.

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