

32 (and Counting) Ways to Attack an Eval Error

The Observation/Feedback Cycle

1. No feedback on observation within 15 school days *MOA p.8: Observation cycle 1*
2. Observation Report not issued with 45 school days *MOA p.8: Observation cycle 2*
3. Did not receive the minimum number of observations for my selected Observation Option
Tasks P. 41, MOA P.8 Observation Cycle 5
4. Rated by more than one evaluator *MOA p. 10: Multiple Observers*
5. Observed by more than 3 observers (see also quote in next bullet) *MOA p. 10: Multiple Observers*
6. Observed and rated by someone other than: principal, AP, superintendent, or assistant superintendent
MOA p.10 Multiple Observers: "For evaluative purposes, no more than one (1) evaluator (as defined by the Commissioner's Decision) and two (2) school based observers (i.e., the Superintendent or Assistant Superintendent or trained administrator of the teacher's school) may be present during a formal or informal observation."
7. Informal observation fewer than 15 minutes *For Option 1, see Tasks p.41; For Option 2, see Tasks p.45*
8. Did not receive a pre-ob or post-ob for my formal observation *Tasks pp.42-44*
9. Formal observation did not last the entire period *Tasks p.43*
10. Pre-ob was less than 1 day or more than 20 days before formal observation *Tasks p.42*
11. Formal did not occur at an agreed upon time
Tasks p.43: "Following the pre-observation conference, the evaluator will conduct a formal announced classroom observation of the teacher on the date agreed upon during the pre-observation conference (no earlier than one school day or a maximum of twenty school days from the date in which the pre-observation conference was held)."

The Danielson Rubric/Evidence

12. Lesson plan rated independently of lesson *MOA p.8 Observation Cycle 3-artifacts, UI Lesson Plan*
13. Evaluator failed to rate observable components
MOA p.8 Teacher Practice Rubric: "In each observation, all components of the Danielson Rubric shall be rated for which there is observed evidence." Also MOA P.14 Observation Cycle 4 see next bullet)
14. Evaluator rated things not observed (Also on APPR Evaluator form- see next bullet)
MOA p.8 Observation Cycle 4: "An evaluator shall provide a score on any component that is observed from the Danielson Rubric... "

15. On the Evaluator Form, the Evaluator writes only conclusions, or only Danielson language, with no evidence of what happened during the observation.
MOA p.9 Observation Cycle 7 and APPR Evaluator form: "In each observation, all components for which there is observed evidence must be rated. Each form must contain lesson-specific evidence for each of the components observed during a classroom observation."
16. Evaluator form contains evidence for 1a, 1e, or 4a, which occurred more than 15 school days prior to the observation
MOA pp.8-9 Observation Cycle 6 and 7
17. Teacher selected Option 3, and principal used evidence from the inter-visitation in my evaluation
MOA P.8 Observation Cycle 5
18. Evaluator cited Danielson language that is not aligned with the rating given
Note: Disagreeing with a principal's scoring of a component is not cause for an APPR complaint. Disagreements on substance should be, in the event of an overall Ineffective rating, addressed through a rating appeal.

MOSL

19. Teacher linked to wrong students
20. Teacher taught multiple courses, and was not connected (for the purposes of MOSL) to largest courses
21. School had no MOSL committee.
22. DOE did not allow teacher's school to make MOSL selections to which staff believes it was entitled
23. Errors in administered and/or scoring of assessments
24. Teacher's MOSL calculation includes students who were not enrolled in teacher's class for at least 60% of the course

Miscellaneous

25. Teacher rated and disciplined for same incident
26. Teacher denied Initial Planning Conference
27. Teacher rated under APPR, but I taught for less than 6 months
28. Teacher rated under APPR, but taught fewer than 2 periods per day.
29. Evaluator used information from a student in evaluator form
30. Teacher received Ineffective last year, but has not had an opportunity to discuss a Teacher Improvement Plan
31. Teacher denied UFT Representation at TIP conference
32. Teacher never visited by a Peer Validator