**Danielson Rubric**

For the 2015-2016 school year, the NYCDOE will continue to evaluate teachers using the following competencies from the rubric:

1a: Demonstrating Knowledge of Content & Pedagogy

1e: Designing Coherent Instruction

2a: Creating an Environment of Respect and Rapport

2d: Managing Student Behavior

3b: Using Questioning & Discussion

3c: Engaging Students in Learning

3d: Using Assessment in Instruction

4e: Growing & Developing Professionally

We will engage in professional learning at various times around the rubric and will have detailed discussions about it during post-observation meetings.

**Initial Planning Conferences** must be scheduled and completed by October 30, 2015. Every teacher will meet with the assistant principal or principal for the IPC.

**Formal and Informal observations** will begin **after** a teacher has had his or her IPC and will be conducted through the month of May. Please note that administration may conduct more observations than are required, but may not conduct fewer observations.

Teachers have an option of four observation cycles, depending on one’s end of year teacher evaluation rating. These four options will be discussed during the IPC, but each teacher should review them by following this link: <https://intranet.nycboe.net/NR/rdonlyres/9231D519-1EBA-4F13-B13F-AFC991B7723E/0/201516AdvanceGuideforEducators.pdf>

**End of Year Summative Conferences** will take place at the end of the school year and must be completed June 24, 2016. Every teacher will meet with the assistant principal or principal for these meetings.

Teachers should expect regular visits to their classroom from administration and teaching colleagues, as well as outside visitors. These visits will be used to provide non-evaluative feedback to teachers, and to help the school gather information needed to refine the support provided to teachers and to improve the instruction provided to our students.