



Advance Overview



Advance, New York City's new system of teacher evaluation and development, was designed to provide the City's teachers with accurate feedback on their performance and the support necessary to improve their practice, with the goal of improved student outcomes to ensure all students graduate college and career ready.

Though *Advance* was formally established on June 1, 2013 in alignment with the New York State Education Department's education law 3012 on teacher and school leader performance reviews, its design was informed by three years of pilot work in New York City's schools. *Advance* uses multiple measures – including observations of classroom practice, review of teachers' artifacts, student outcome data, and student feedback – to provide teachers, school leaders, and families with a more accurate understanding of teacher effectiveness than ever before.

For an overview of the major components of *Advance*, click the boxes below.

- **60 percent: Measures of Teacher Practice (MOTP)**

All teachers receive:

- [Assessment of their practice](#) using Charlotte Danielson's 2013 *Framework for Teaching*, including a greater emphasis on components of teaching related to their classroom environment and instruction.
- [Multiple classroom observations](#) by their principal or other administrator, with teachers having a choice between two options for length and frequency of observations.
- [Review of up to eight artifacts](#) (or documents) demonstrating their efforts to plan and prepare instruction and participate in their professional community.
- [Feedback](#) on all observations and artifacts of teacher practice.
- [Student Feedback](#) via the Tripod Student Survey (*for teachers in grades 3-12 only; will not count towards annual rating in 2013-14 school year*).

- **40 percent: State and Local Measures of Student Learning (MOSL)**

Every teacher will have two measures of student learning, each worth 20 percent of the overall rating:

- [State Measure](#) – Selected by the principal, this measure is based on student growth on state assessments (whenever available) or results on other assessments with comparable rigor taken by their students.
- [Local Measure](#) – Recommended by a school committee appointed by the principal and UFT Chapter Chair and approved by the principal*, each teacher's local measure will be based on student growth on assessments and growth measures selected from a menu of approved options for each grade and subject.

** If the Committee and principal do not agree on measures, the local measure for all teachers in the school will default to schoolwide growth on the State assessments administered in that school.*

- **Other System Requirements**

- Each teacher will have an initial planning conference and end of year conference with an administrator to discuss, then follow up on, expectations and goals for the year for the teacher's performance and student learning outcomes.
- All teachers will receive a summative rating by September 1st of the following school year. Measure of Teacher Practice ratings will be available in June at the close of the school year.
- All principals will be certified as lead evaluators annually by the NYCDOE.
- All teachers rated "Developing" or "Ineffective" will implement a Teacher Improvement Plan (TIP) in the following school year to provide clear feedback, goals, and a timeline for professional growth.
- All teachers rated "Ineffective" will also receive observations from an Independent Validator in the following school year to provide an objective, third party evaluation of the teacher's classroom practice.

For more detailed information please watch the [webinar](#) or view New York City's approved APPR plan on the [New York State Education Department website](#).