

Teacher 60 Points Rubric Conversion

Avg. Rubric Score*	Points	Avg. Rubric Score*	Points
3.75 - 4.00	60	1.80 - 1.81	30
3.50 - 3.74	59	1.77 - 1.79	29
3.25 - 3.49	58	1.74 - 1.76	28
2.75 - 3.24	57	1.71 - 1.73	27
2.71 - 2.74	56	1.68 - 1.70	26
2.66 - 2.70	55	1.65 - 1.67	25
2.61 - 2.65	54	1.62 - 1.64	24
2.56 - 2.60	53	1.59 - 1.61	23
2.51 - 2.55	52	1.56 - 1.58	22
2.46 - 2.50	51	1.53 - 1.55	21
2.41 - 2.45	50	1.50 - 1.52	20
2.37 - 2.40	49	1.47 - 1.49	19
2.33 - 2.36	48	1.44 - 1.46	18
2.30 - 2.32	47	1.41 - 1.43	17
2.27 - 2.29	46	1.37 - 1.40	16
2.24 - 2.26	45	1.34 - 1.36	15
2.21 - 2.23	44	1.31 - 1.33	14
2.18 - 2.20	43	1.28 - 1.30	13
2.15 - 2.17	42	1.25 - 1.27	12
2.12 - 2.14	41	1.22 - 1.24	11
2.09 - 2.11	40	1.19 - 1.21	10
2.06 - 2.08	39	1.17 - 1.18	9
2.03 - 2.05	38	1.15 - 1.16	8
2.00 - 2.02	37	1.13 - 1.14	7
1.97 - 1.99	36	1.11 - 1.12	6
1.94 - 1.96	35	1.09 - 1.10	5
1.91 - 1.93	34	1.07 - 1.08	4
1.88 - 1.90	33	1.05 - 1.06	3
1.85 - 1.87	32	1.03 - 1.04	2
1.82 - 1.84	31	1.01 - 1.02	1
		1.00	0

Conversion Chart Elements:

- ▶ Lowest possible average rubric score is 1
- ▶ Highest possible average rubric score is 4
- ▶ The color coding represents the 4 possible rating categories - Highly Effective, Effective, Developing, Ineffective

The rationale for the cutpoints is both theoretical and guided by the NYSED Overall Composite Score parameters:

- ▶ Theoretically, the more 3s and 4s attained, the higher the average rubric score and the higher the likelihood of being Effective or Highly Effective.
 - The lower end of Effective represents an average rubric score of 2.75 – 3.24; individuals who just meet Effective expectations are effective in many domains but still developing in a few.
 - The lower end of Highly Effective represents an average rubric score of 3.50 – 3.74; individuals who just meet Highly Effective expectations are highly effective in many domains but still effective in a few.
- ▶ Overall Composite Score parameters:
 - **All possible points to achieve an Overall Highly Effective or Effective rating are within the blue and green bands, respectively.**
 - The specific cutpoint for Effective represents the lowest possible score an individual scoring at Highly Effective for both Student Learning Objectives (SLO) and Local Measures of Student Achievement or Growth would need to attain an Overall Effective rating.
 - The specific cutpoint for Highly Effective represents the lowest possible score an individual scoring at Highly Effective for both Student Learning Objectives (SLO) and Local Measures of Student Achievement or Growth would need to attain an Overall Effective rating.

*Average Rubric Score =

Sum of scores for all domains or elements

Total number of domains or elements