About

Educator Evaluation systems in Rhode Island aim to establish a common vision of educator quality within a district and emphasize the professional growth and continuous improvement of individual educators’ professional practice. District educator evaluation models and procedures in Rhode Island have changed significantly over time and continue to evolve based on feedback and best practice, all in pursuit of ensuring that evaluations provide meaningful, actionable information to inform changes in practice. Educator Evaluation data includes components of the evaluation scores and the final effectiveness rating of all educators evaluated.

Requirements

All LEAs must submit this educator evaluation data for all teachers, building administrators and support professionals to RIDE yearly towards the end of the school year. Include - All building administrators, teachers and support professionals who work in schools that have students in grades preschool-12 need to be included in this reporting.

  - Building administrator – An educator working under a Building Level Administrator certification. This would include school principals, school assistant principals, head of school, etc.
  - Teacher – An educator working under a teacher certification whose primary responsibilities include instructional planning, managing a classroom environment, and student instruction.
  - Support professional – An educator, other than a teacher or administrator, who has primary responsibility as an instructional leader, a specialist/consultant, or a related service provider in schools. This would include library media specialists, school nurse teachers, reading specialists/consultants, mathematics specialists/consultants, English as a second language specialists/consultants, instructional leaders, school counselors, school psychologists, speech language pathologists, and school social workers.

Changes for 2019-20 School Year

Two fields have added and one field has been removed for the 2019-20 school year.

Submission Process

Educator Evaluation data can be submitted through eRIDE (www.eride.ri.gov) using the Personnel Data Collection. Educator Evaluation is a submission type within the Personnel Data Collection application.
## Data Elements (Items in red are changes from the previous year’s collection)

<table>
<thead>
<tr>
<th>Column</th>
<th>FieldName</th>
<th>ElementDescription</th>
<th>FieldType</th>
<th>FieldLength</th>
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</thead>
<tbody>
<tr>
<td>A</td>
<td>DistCode</td>
<td>The identifier assigned to a local education agency (LEA) by the State Education Agency (SEA). Also known as the State ID.</td>
<td>TEXT</td>
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<td>Y</td>
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<tr>
<td>B</td>
<td>EvaluationType</td>
<td>The type of educator being evaluated</td>
<td>TEXT</td>
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<tr>
<td>C</td>
<td>EvaluationModel</td>
<td>The evaluation model used for the educator being evaluated</td>
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<td>D</td>
<td>SchCode</td>
<td>The state-assigned School Code</td>
<td>TEXT</td>
<td>5</td>
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<tr>
<td>E</td>
<td>CertificationID</td>
<td>The educator’s Certification ID</td>
<td>INT</td>
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<tr>
<td>F</td>
<td>LastName</td>
<td>The educator’s last name</td>
<td>TEXT</td>
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<td>Y</td>
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<tr>
<td>G</td>
<td>FirstName</td>
<td>The educator’s first name</td>
<td>TEXT</td>
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<tr>
<td>H</td>
<td>ClassroomEnvirRIModel</td>
<td>The component sum for Classroom Environment, which is calculated by adding the average scores for each component in Classroom Environment together and rounding the sum to the nearest whole number</td>
<td>INT</td>
<td></td>
<td>C</td>
</tr>
<tr>
<td>I</td>
<td>InstructionRIModel</td>
<td>The component sum for Instruction, which is calculated by adding the average scores for each component in Instruction together and rounding the sum to the nearest whole number</td>
<td>INT</td>
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<tr>
<td>J</td>
<td>InstructionLeaderRIModel</td>
<td>The component sum for Instructional Leadership, which is calculated by adding component-level scores for Domain 1: Mission, Vision, &amp; Goals and Domain 2: Site Management</td>
<td>INT</td>
<td></td>
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<tr>
<td>K</td>
<td>SiteManagementRIModel</td>
<td>The component sum for Site Management, which is calculated by adding the component-level scores for Domain 3: Organizational Systems and Domain 4: Community</td>
<td>INT</td>
<td></td>
<td>C</td>
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<tr>
<td>L</td>
<td>CollaborationRIModel</td>
<td>The component sum for Collaboration, which is calculated by adding the component-level scores for Domain 1: Collaboration</td>
<td>INT</td>
<td></td>
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<tr>
<td>M</td>
<td>DeliveryRIModel</td>
<td>The component sum for Service Delivery, which is calculated by adding the component-level scores for Domain 2: Service Delivery</td>
<td>INT</td>
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<td>C</td>
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<tr>
<td>N</td>
<td>PRRatingRIModel</td>
<td>Professional Responsibilities Score - The scores for each component added together to get a total Professional Responsibilities Component Sum</td>
<td>INT</td>
<td></td>
<td>C</td>
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<tr>
<td>O</td>
<td>PRRatingLCModel</td>
<td>The sum of component-level scores within Professional Responsibilities</td>
<td>INT</td>
<td></td>
<td>C</td>
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<tr>
<td>P</td>
<td>OrganInstructLCModel</td>
<td>The sum of component-level scores within Organizing for Instruction</td>
<td>INT</td>
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<td>C</td>
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<tr>
<td>Q</td>
<td>UnivQualInstructLCModel</td>
<td>The sum of component-level scores within Universal Qualities of Instruction</td>
<td>INT</td>
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<td>C</td>
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<tr>
<td>R</td>
<td>PPRatingOtherModel</td>
<td>The scores for each Standard added together and divided by 4 (the number of standards) to get a total Teacher Professional Practice Rating or average of all elements for ‘Innovation Pilot’, ‘Innovation Teacher’, ‘Innovation Teacher Embedded Practice’, ‘Innovation Support Professional’ or ‘Innovation Support Professional Embedded Practice’ Models</td>
<td>TEXT</td>
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<td>C</td>
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<tr>
<td>S</td>
<td>PPRatingAFModel</td>
<td>Professional Practice Score - The scores for each component added together to get a Professional Practice value</td>
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<tr>
<td>T</td>
<td>PPRatingAFModel</td>
<td>Professional Responsibilities Score - The scores for each component added together to get a Professional Responsibilities value</td>
<td>TEXT</td>
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<tr>
<td>U</td>
<td>SLO1</td>
<td>The first Student Learning Objective or Student Outcome Objective rating</td>
<td>TEXT</td>
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<td>V</td>
<td>SLO2</td>
<td>The second Student Learning Objective or Student Outcome Objective rating</td>
<td>TEXT</td>
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<td>SLO3</td>
<td>The third Student Learning Objective or Student Outcome Objective rating</td>
<td>TEXT</td>
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<td>N</td>
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<tr>
<td>X</td>
<td>SLO4</td>
<td>The fourth Student Learning Objective or Student Outcome Objective rating</td>
<td>TEXT</td>
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<td>Column</td>
<td>FieldName</td>
<td>ElementDescription</td>
<td>FieldType</td>
<td>FieldLength</td>
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<tr>
<td>Y</td>
<td>ReasonNoFERating</td>
<td>The reason that Final Effectiveness Rating is not available for this educator</td>
<td>TEXT</td>
<td>20</td>
<td>C</td>
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<tr>
<td>Z</td>
<td>ReasonNoFERatingOther</td>
<td>Explanation why a final effectiveness rating is not available for this educator when Other was provided in ReasonNoFERating</td>
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<tr>
<td>AA</td>
<td>LongTermSub</td>
<td>Is this educator in a long term substitute position?</td>
<td>TEXT</td>
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<tr>
<td>AB</td>
<td>OverallStudentLearningScore</td>
<td>The overall student learning score calculated using the student learning objectives/outcomes.</td>
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<td>AC</td>
<td>FinalEffectivenessRating</td>
<td>Final Effectiveness Rating</td>
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<tr>
<td>AD</td>
<td>CoventryPpAndPrScore</td>
<td>Professional Practice and Professional Responsibilities Score for the Coventry Teacher and Coventry Building Administrator models</td>
<td>TEXT</td>
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<tr>
<td>AE</td>
<td>InstructionalProcesses</td>
<td>The score for Evidence of Instructional Processes on the 3e rubric (i.e. “Left Side”)</td>
<td>TEXT</td>
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<tr>
<td>AF</td>
<td>instructionalOutcomes</td>
<td>The score for Demonstrating Instructional Outcomes on the 3e rubric (i.e. “Right Side”)</td>
<td>TEXT</td>
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<td>AE</td>
<td>StudentLearningOtherModel</td>
<td>The student learning score as averaged using the 11 defined student learning items</td>
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Acceptable Values for EVALUATIONTYPE

<table>
<thead>
<tr>
<th>Teacher</th>
<th>Teacher</th>
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<tbody>
<tr>
<td>Building Administrator</td>
<td>Building Administrator</td>
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<tr>
<td>Support Professional</td>
<td>Support Professional</td>
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Acceptable Values for EVALUATIONMODEL

<table>
<thead>
<tr>
<th>Achievement First Teacher</th>
<th>Achievement First Teacher</th>
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<tbody>
<tr>
<td>Coventry Building Admin</td>
<td>Coventry Building Admin</td>
</tr>
<tr>
<td>Coventry Teacher</td>
<td>Coventry Teacher</td>
</tr>
<tr>
<td>Innovation Support Professional</td>
<td>Innovation Support Professional</td>
</tr>
<tr>
<td>Innovation Support Professional Embedded Practice</td>
<td>Innovation Support Professional Embedded Practice</td>
</tr>
<tr>
<td>Innovation Teacher</td>
<td>Innovation Teacher</td>
</tr>
<tr>
<td>Innovation Teacher Embedded Practice</td>
<td>Innovation Teacher Embedded Practice</td>
</tr>
<tr>
<td>Learning Community Teacher</td>
<td>Learning Community Teacher</td>
</tr>
<tr>
<td>Rhode Island Building Admin</td>
<td>Rhode Island Building Admin</td>
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<tr>
<td>Rhode Island Support Professional</td>
<td>Rhode Island Support Professional</td>
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<tr>
<td>Rhode Island Teacher</td>
<td>Rhode Island Teacher</td>
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<tr>
<td>Rhode Island Teacher SL Options</td>
<td>Rhode Island Teacher SL Options</td>
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### Acceptable Values for SLO1, SLO2, SLO3 and SLO4

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<th>Not Met</th>
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<td>Exceeded</td>
<td>Exceeded</td>
<td>Met</td>
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### Acceptable Values for INSTRUCTIONALPROCESSES and INSTRUCTIONALOUTCOMES

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### Acceptable Values for REASONNOFERATING

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<th>Extended absence</th>
<th>Other</th>
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<td>Cyclical Process</td>
<td>Informal Year</td>
<td>Extended Absence</td>
<td>Other</td>
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*Applicable only when EVALUATIONTYPE is Building Administrator and EVALUATIONMODEL is Rhode Island Building Admin

### Acceptable Values for LONGTERMSUB

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### Acceptable Values for FINALEFFECTIVENESSRATING

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<th>Ineffective</th>
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</tr>
<tr>
<td>D</td>
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</tr>
<tr>
<td>I</td>
<td></td>
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### Validations

**CERTIFICATIONID** – This field must be a valid teacher certification id in the RIDE certification directory.
CERTIFICATIONID/FIRSTNAME – CERTIFICATIONID and FIRSTNAME must match the educator’s record in the certification database.

CERTIFICATIONID/LASTNAME – CERTIFICATIONID and LASTNAME must match the educator’s record in the certification database. (Warning Only)

CLASSROOMENVIRRIMODEL – When required, this must be a number between 4 and 16

CLASSROOMENVIRRIMODEL/INSTRUCTIONRIMODEL – When EVALUATIONMODEL is ‘Rhode Island Teacher’ or ‘Rhode Island Teacher SL Options’, and FINALEFFECTIVENESSRATING is not blank, CLASSROOMENVIRRIMODEL and INSTRUCTIONRIMODEL are required

CLASSROOMENVIRRIMODEL/INSTRUCTIONRIMODEL – When EVALUATIONMODEL is not ‘Rhode Island Teacher’ or ‘Rhode Island Teacher SL Options’, then CLASSROOMENVIRRIMODEL and INSTRUCTIONRIMODEL must be blank

COLLABORATIONRIMODEL – When required, this must be a number between 4 and 16

COLLABORATIONRIMODEL/DELIVERYRIMODEL – When EVALUATIONMODEL is ‘Rhode Island Support Professional’ and FINALEFFECTIVENESSRATING is not blank, COLLABORATIONRIMODEL and DELIVERYRIMODEL are required.

COLLABORATIONRIMODEL/DELIVERYRIMODEL – When EVALUATIONMODEL is not ‘Rhode Island Support Professional’, then COLLABORATIONRIMODEL and DELIVERYRIMODEL must be blank.

COVENTRYPPANDPRSCORE – WHEN EVALUATIONMODEL is ‘Coventry Teacher’ or ‘Coventry Building Admin’ and FINALEFFECTIVENESSRATING is not blank, then COVENTRYPPANDPRSCORE is required.

COVENTRYPPANDPRSCORE – WHEN EVALUATIONMODEL is not ‘Coventry Teacher’ and is not ‘Coventry Building Admin’, then COVENTRYPPANDPRSCORE must be blank.

COVENTRYPPANDPRSCORE – When required, must be a number between 1 and 4, up to two decimal places

DELIVERYRIMODEL – When required, this must be a number between 4 and 16

DISTCODE – This field must be a valid LEA in the RIDE master directory and must be the district associated with the user that is submitting the data.


DISTCODE/EVALUATIONMODEL – When DISTCODE is ‘06’, then the only valid values for EVALUATIONMODEL are ‘Coventry Teacher’, ‘Coventry Building Admin’ and ‘Rhode Island Support Professional’.

DISTCODE/EVALUATIONMODEL – When DISTCODE is ‘41’, then the only valid values for EVALUATIONMODEL are ‘Achievement First Teacher’, ‘Rhode Island Support Professional’ and ‘Rhode Island Building Admin’.
DISTCODE/EVALUATIONMODEL – When DISTCODE is ‘59’, then the only valid values for EVALUATIONMODEL are ‘Learning Community Teacher’, ‘Rhode Island Support Professional’ and ‘Rhode Island Building Admin’.


EVALUATIONTYPE /SCHCODE – SCHCODE is required when EVALUATIONTYPE is ‘Building Administrator’.

EVALUATIONTYPE/EVALUATIONMODEL – When EVALUATIONTYPE is ‘Building Administrator’, then the only acceptable values for EVALUATIONMODEL are ‘Coventry Building Admin’ and ‘Rhode Island Building Admin’.

EVALUATIONTYPE/EVALUATIONMODEL – When EVALUATIONTYPE is ‘Support Professional’, then the only acceptable values for EVALUATIONMODEL are ‘Innovation Support Professional’, ‘Innovation Support Professional Embedded Practice’ and ‘Rhode Island Support Professional’

EVALUATIONTYPE/EVALUATIONMODEL – When EVALUATIONTYPE is ‘Teacher’, then the only acceptable values for EVALUATIONMODEL are ‘Achievement First Teacher’, ‘Coventry Teacher’, ‘Innovation Teacher’, ‘Innovation Teacher Embedded Practice’, ‘Learning Community Teacher’, ‘Rhode Island Teacher’ or ‘Rhode Island Teacher SL Options’

INSTRUCTIONALOUTCOMES – If FINALEFFECTIVENESSRATING is not null, then this is required when EVALUATIONMODEL is ‘Rhode Island Teacher SL Options’

INSTRUCTIONALPROCESSES – If FINALEFFECTIVENESSRATING is not null, then this is required when EVALUATIONMODEL is ‘Rhode Island Teacher SL Options’

INSTRUCTIONLEADERRIMODEL – When required, this must be a number between 6 and 24

INSTRUCTIONLEADERRIMODEL/SITEMANAGEMENTRIMODEL – When EVALUATIONMODEL is ‘Rhode Island Building Admin’ and FINALEFFECTIVENESSRATING is not blank, INSTRUCTIONLEADERRIMODEL and SITEMANAGEMENTRIMODEL are required.

INSTRUCTIONLEADERRIMODEL/SITEMANAGEMENTRIMODEL – When EVALUATIONMODEL is not ‘Rhode Island Building Admin’, then INSTRUCTIONLEADERRIMODEL and SITEMANAGEMENTRIMODEL must be blank.

INSTRUCTIONRIMODEL – When required, this must be a number between 4 and 16

ORGANINSTRUCTLCMODEL – When required, must be a number between 16 and 64

OVERALLSTUDENTLEARNINGSCORE – WHEN FINALEFFECTIVENESSRATING is not blank, then OVERALLSTUDENTLEARNINGSCORE is required.

OVERALLSTUDENTLEARNINGSCORE – When required and EVALUATIONMODEL is not ‘Coventry Building Admin’, ‘Coventry Teacher’, ‘Innovation Support Professional’, ‘Innovation Teacher’, must be a number between 1 and 4, up to two decimal places.

OVERALLSTUDENTLEARNINGSCORE – When required and EVALUATIONMODEL is ‘Coventry Building Admin’, ‘Coventry Teacher’, ‘Innovation Support Professional’, or ‘Innovation Teacher’ must be a whole number between 1 and 4

PPRATINGAFMODEL – When required, must be a number between 1 and 5, up to two decimal places

PPRATINGAFMODEL/PPRATINGAFMODEL – When EVALUATIONMODEL is not Achievement First Teacher then both PPRATINGAFMODEL and PPRATINGAFMODEL must be blank.

PPRATINGAFMODEL/PPRATINGAFMODEL – WHEN FINALEFFECTIVENESSRATING is not blank and EVALUATIONMODEL is Achievement First Teacher, then both PPRATINGAFMODEL and PPRATINGAFMODEL are required.


PPRATINGOTHERMODEL – When required, must be a number between 1 and 4, to up to two decimal places

PPRATINGAFMODEL – When required, must be a number between 1 and 5, up to two decimal places

PPRATINGLCMODEL – When required, must be a number between 4 and 16

PPRATINGLCMODEL/ORGANINSTRUCTLCMODEL/UNIVQUALINSTRUCTLCMODEL – When EVALUATIONMODEL is ‘Learning Community Teacher’ and FINALEFFECTIVENESSRATING is not blank, then ORGANINSTRUCTLCMODEL, UNIVQUALINSTRUCTLCMODEL and PPRATINGLCMODEL is required.

PPRATINGLCMODEL/ORGANINSTRUCTLCMODEL/UNIVQUALINSTRUCTLCMODEL – When EVALUATIONMODEL is not ‘Learning Community Teacher’ then PPRATINGLCMODEL, ORGANINSTRUCTLCMODEL and UNIVQUALINSTRUCTLCMODEL must be blank.

PPRATINGRIMODEL – When EVALUATIONMODEL is Rhode Island Teacher, ‘Rhode Island Teacher SL Options’, ‘Rhode Island Building Admin’ or ‘Rhode Island Support Professional’ and FINALEFFECTIVENESSRATING is not blank, PPRATINGRIMODEL is required.
PRRATINGRIMODEL – When required and EVALUATIONMODEL is ‘Rhode Island Teacher’ or ‘Rhode Island Teacher SL Options’, must be a number between 9 and 36

PRRATINGRIMODEL – When required and EVALUATIONMODEL is Rhode Island Building Admin, must be a number between 7 and 28

PRRATINGRIMODEL – When required and EVALUATIONMODEL is Rhode Island Support Professional, must be a number between 7 and 28

REASONNOFERATING/EVALUATIONTYPE – When EVALUATIONTYPE is ‘Building Administrator’, then REASONNOFERATING of ‘Cyclical Process’ is not valid.

REASONNOFERATING/EVALUATIONTYPE – When EVALUATIONTYPE is not ‘Building Administrator’ and EVALUATIONMODEL is not ‘Rhode Island Building Admin’, then REASONNOFERATING of ‘Informal Year’ is not valid.

REASONNOFERATING/FINALEFFECTIVENESSRATING – WHEN FINALEFFECTIVENESSRATING is blank, then REASONNOFERATING is required.

REASONNOFERATING/FINALEFFECTIVENESSRATING – WHEN FINALEFFECTIVENESSRATING is not blank, then REASONNOFERATING must be blank.

REASONNOFERATINGOTHER/REASONNOFERATING – When REASONNOFERATING is ‘Other’, then REASONNOFERATINGOTHER is required.

SCHCODE – This field must be a valid school in the RIDE master directory and must be the district associated with the user that is submitting the data.

SITEMANAGEMENTRIMODEL – When required, this must be a number between 5 and 20

SLO1 – If FINALEFFECTIVENESSRATING is not null, then this is required when EVALUATIONMODEL is not ‘Innovation Teacher Embedded Practice’, ‘Innovation Support Professional Embedded Practice’, or ‘Rhode Island Teacher SL Options’

SLO2 – If FINALEFFECTIVENESSRATING is not null, then this is required when EVALUATIONMODEL is not ‘Innovation Teacher Embedded Practice’, ‘Innovation Support Professional Embedded Practice’, or ‘Rhode Island Teacher SL Options’

UNIVQUALINSTRUCTLCMODEL – When required, must be a number between 20 and 80