**New York to Evaluate Teachers With New System**

**By CHANNING JOSEPH**

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The New York State education commissioner broke a long and acrimonious impasse on Saturday by imposing a new evaluation system that would rate New York City teachers in part on their students’ test scores and streamline the disciplinary process.

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**Nathaniel Brooks for The New York Times**

John B. King, the state education commissioner, ended a long impasse in New York City.

The new system, announced after three hectic days of meetings, testimony and arbitration that involved the [Bloomberg administration](http://topics.nytimes.com/top/reference/timestopics/people/b/michael_r_bloomberg/index.html?inline=nyt-per) and the teachers’ union, finally brought New York City into compliance with state law — the last district in the state to do so.

“It’s time. The students have waited too long,” said the commissioner, John B. King Jr., adding that the new plan would “help improve teaching and learning and give New York City students a much better opportunity to graduate from high school with the knowledge and skills they need to succeed in college and their careers.”

In something of a compromise, Mr. King’s plan would make New York City — with more than 1.1 million public school students, 75,000 teachers and 1,700 schools — the only district in the state that would leave a significant part of the implementation of the evaluations up to individual schools, with teachers perhaps having the chance to weigh in with administrators on how they are rated.

“There is the opportunity for differentiation on the school level,” Mr. King said.

Under the new system, 20 to 25 percent of each teacher’s rating score would be determined by state-approved measures of students’ growth, another 15 to 20 percent by measures established by the schools, and 55 to 60 percent would be based on in-class observations or performance assessed by video recording.

Although the new system would make it easier to fire teachers with poor evaluations, Mr. King said that “New York is not going to fire its way to educational success.”

In 2010, the State Legislature approved the basic outlines of the new process to evaluate the state’s public school teachers. Under the old system, each teacher received one of two possible ratings: “satisfactory” or “unsatisfactory.” The new model would have four tiers — “highly effective,” “effective,” “developing” and “ineffective” — and be based on test scores as well as classroom observations.

The lack of an agreement cost the city dearly. When the Bloomberg administration and the union, the [United Federation of Teachers](http://topics.nytimes.com/top/reference/timestopics/organizations/u/united_federation_of_teachers/index.html?inline=nyt-org), failed to meet a deadline on Jan. 17, the city lost $250 million in state aid and stood to lose another $200 million in grants.

In February, acknowledging the frayed relationship between the city and the union, and the improbability of reaching a middle ground, Gov. [Andrew M. Cuomo](http://topics.nytimes.com/top/reference/timestopics/people/c/andrew_m_cuomo/index.html?inline=nyt-per) authorized Mr. King to impose a plan of his own if the two sides failed to come to a compromise by the end of May.

Both Michael Mulgrew, the president of the United Federation of Teachers, and Mayor Michael R. Bloomberg said on Saturday night that they were largely pleased with Mr. King’s plan, which also included a new evaluation system for principals.

In a statement, Mr. Bloomberg praised the commissioner for rejecting a so-called sunset provision that would have let the evaluation system expire after a few years. Mr. King said the system could be changed, but through collective bargaining.

“Good teachers will become better ones and ineffective teachers can be removed from the classroom,” the statement said. “While we are still reviewing the decision, and do not support every aspect of it, I applaud Commissioner King for putting our students first and creating a system that will allow our schools to continue improving.”

In his statement, Mr. Mulgrew said, “New York City teachers will now have additional protections and opportunities to play a larger role in the development of the measures used to rate them.”

Yet he expressed skepticism that it would be implemented fully by the city. “The tough part is trying to implement anything with this [Department of Education](http://topics.nytimes.com/topics/reference/timestopics/organizations/e/education_department_nyc/index.html?inline=nyt-org), and that’s our greatest concern,” Mr. Mulgrew said in a telephone interview.

He added that he was “looking forward to a mayor who doesn’t start with: ‘How do we get rid of bad teachers?’ ”

Melissa DeRosa, a spokeswoman for Mr. Cuomo, said in a statement that the new system “will create real accountability in the classroom.” She added: “The mayor didn’t win and the union didn’t win. Today, the students won. Finally.”