

**NCS Pearson, Inc.**  
Conversion to New York State Rating Categories

The rubric comprises ten categories of performance indicators, structured to measure key elements of teaching practice. For each category of performance indicators, the rater(s) score their observation of an educator's classroom performance using a 4-point scale that represents four performance levels.

The categories can convert easily to New York State's rating categories as follows:

- 1 = Ineffective
- 2 = Developing
- 3 = Effective
- 4 = Highly Effective