

Overview: In accordance with [Bulletin 130](#), personnel evaluation policy is composed of two parts: professional practice and growth in student learning. Professional practice scores are derived from observations. The NIET Teaching and Learning Standards observation rubric is an approved qualitative assessment of teacher performance (professional practice) that must be converted to a 4.0 scale.

NIET Teaching and Learning Standards Rubric 5-Point Scale Conversion to LA Four Levels of Effectiveness

The NIET Teaching and Learning Standards Rubric utilizes a 5-point rating scale, with a 5 indicating Exemplary, a 3 indicating Proficient, and a 1 indicating Needs Improvement. The NIET rubric includes 4 domains and 26 indicators across those four domains. An annual SKR (Skills, Knowledge, and Responsibility) Score is computed for each teacher evaluated using the NIET rubric. The SKR is based on multiple observations by multiple trained and certified evaluators.

The Compass Teaching Rubric consists of 3 domains and 5 components across those domains. In addition, the state has adopted Standards of Effectiveness ratings that are based on a 4-point rating scale, with a 4 indicating Highly Effective, a 3 indicating Effective: Proficient, a 2 indicating Effective: Emerging, and a 1 indicating Ineffective.

To align the NIET Teaching and Learning Standards rubric with the state’s adopted Standards of Effectiveness, it was necessary to develop a conversion chart.

Rating	SKR Range	SKRs (NIET Rubric)
Highly Effective	SKR > 3.5	4.0, 4.5, 5
Effective Proficient	2.5 < SKR ≤ 3.5	3.0, 3.5
Effective Emerging	1.5 < SKR ≤ 2.5	2.0, 2.5
Ineffective	SKR ≤ 1.5	1.0, 1.5

To determine a Compass equivalent score, the following table was created based on possible SKR scores (Professional Practice Scores). This corresponding score is needed when calculating the teachers’ overall evaluation composite score.

Professional Practice Score + Student Growth Score = Final Composite Score

Professional Practice Conversion Chart		
Prior to calculating the Final Composite Score, the NIET SKR score should be converted to its Compass equivalent		
SKR Score	Compass Equivalent	Effectiveness Level
5.0	4.0	Highly Effective $3.5 \leq x$
4.5	3.8	
4.0	3.6	
3.5	3.4	Effective: Proficient $2.5 \leq x < 3.5$
3.0	2.8	
2.5	2.4	Effective: Emerging $1.5 \leq x < 2.5$
2.0	1.8	
1.5	1.4	Ineffective $x < 1.5$
1.0	1.0	