

**Michael Kim Marshall**  
**Teacher Evaluation Rubrics**  
**Principal Evaluation Rubrics**  
Conversion to New York State Rating Categories

The four levels of the Kim Marshall rating scale are Highly Effective, Effective, Improvement Necessary, and Does Not Meet Standards.

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

Highly Effective = Highly Effective  
Effective = Effective  
Improvement Necessary = Developing  
Does Not Meet Standards = Ineffective