

FY2015 Teacher Evaluations

State Required and District Selected
Student Performance Models

CAO

May 2015

GOALS FOR TODAY

- HB 7069 Impact
- Provide Info for Principals to Inform Teachers
 - Student Performance Component
 - What tests will be used
 - How tests will be used
 - Which scores will apply
 - Final Evaluation Rating Scale

HB 7069 Impact

- Requires an independent verification of the psychometric validity of the FSA
- **Must be completed before School Grades and Teacher Evaluations are released**
- Required to be completed by ***September 1, 2015***

HB 7069 Impact

- Teacher Evaluations must be based upon
 - At least 33% Instructional Practice
 - At least 33% Student Performance
 - Remaining on Other Indicators of Performance
 - Professional and Job Responsibilities
 - Peer Reviews
 - Reliable Surveys of students and parents
 - Other
- State determined VAM cut score
- Requires teachers less than Effective to have specific professional development plan

REVIEW

FY2015 Student Performance Component Goals

- No additional assessments
- Comply with state requirements
- Provide fair and equitable outcomes
- Provide feedback for improvement

Indicates New in FY2015

FY2015 Committee Input

- **Joint Evaluation Negotiation Committee (JENC)**
 - CTA
 - District Administration
 - Teachers
 - Principals
 - Teachers
- **Student Performance Steering Committee**
 - Elementary, Middle, High School Principals
 - Teachers
 - District Administrators

District Decisions

- **Student Performance Component**
 - How to apply State VAM for Ratings
 - FY2015 assessments to be used
 - Model(s) for using assessments
 - Which assessment(s) applied to teachers based on grade level, subject area, courses or roles
 - **Weighting percentages for components**

FY2015 STATE REQUIREMENTS

Florida Teacher Evaluation System

- **Statutory Requirements**

- 2011: Established by Student Success Act (SB 736)
- 2013-14: F.S. 1012.34, F.S.1008.22 and S.B. 1664

- **Teacher Evaluation Components**

- Instructional Practice
- Student Performance Measures
- **Professional Job Responsibility**



- **FY2014 Legislative Impact**

- SB 1664: Student Performance components shall be based on the students assigned to teacher

FY2015 Overall Requirements

Components of Teacher Evaluations

- ~~• Instructional Practice (58% - 48%)~~
- ~~• Professional Job Responsibilities (2%)~~
- ~~• Student Performance "VAM" (40% - 50%)~~
 - ~~– 50% if a teacher has 3 years of VAM data (reading or mathematics)~~
 - ~~– State will provide a combined 3-year score~~

FY2015 Overall Requirements

What Will My Evaluation Look Like?			
Did You Have Individual VAM Data from the State in the following Years?			
2011-2012*	2012-2013*	2013-2014	Final Evaluation Rating (Instructional Practice/Student Growth/ Professional Growth)
—	—	—	58 / 40 / 2
—	✓	✓	58 / 40 / 2
✗	✗	✓	58 / 40 / 2
✗	✓	✓	58 / 40 / 2
✓	✓	✗	58 / 40 / 2
✓	✓	✓	48 / 50 / 2
— No data (on leave, not yet teaching, etc.) ✓ Individual VAM Data ✗ Other student growth (e.g., Learning Reading Record, School Score)			
Please be advised that if an individual score was provided to you from the state, but you did not receive an individual score because of a JENC Decision (hold harmless), you would still receive a 50% student growth for your FY15 evaluation. If you teach and have been teaching ELA, Reading, or Math in grades 4-10 over the past four years (this being the fourth year) you would have received an Individual VAM Score from the FDOE.			

FY2015 Teacher Evaluation Components Weighting

• Instructional Practice	? %
• Student Performance*	? %
• Professional Growth	? %
	<hr/>
	100%

****For FY15, reduce impact of student performance component based on FSA.***

FY2015 Teacher Evaluation Components Weighting

- Instructional Practice **65%**
- Student Performance* **33%**
- Professional Practice **2%**

****For FY15, limit impact of student performance component based on FSA.***

FY2015 Required Statewide Test Data for Teacher Evaluations

- **Statewide Value-added Model (VAM) Data**
 - FSA English Language Arts Grades 4-10
 - FSA Math Grades 4-8
 - Algebra 1 Grades 8 & 9
- **Other Statewide Assessments Required in FY2015**
 - FSA English Language Arts Grade 3
 - FSA Math Grade 3
 - NGSSS Science Grades 5, 8
 - Civics, Algebra 2, Geometry, Biology 1, US History

WHAT EACH TEACHER NEEDS TO KNOW

Pre/Post-Test (Cohort) Model

- **PRE-TEST**

Teachers bracketed into “**COHORTS**” based on *average prior performance* of students

- Avg. FCAT Reading Level

- Ex: Teacher’s students on average are Level 1

- **POST-TEST**

Teachers compared to District average based on *average current performance*

Students Assigned to Teachers

- **Based on Teacher Schedules in TERMS**
 - **FTE Roster Audits**
- **Student must be assigned in TERMS**
- **Assigned to teacher both Survey 2 (October) and Survey 3 (February)**
- **Have scores for Pre-Test and Post-Test**

Pre/Post-Test (“Cohort”) Model

Middle School Teachers

Grade	Student Performance (Post-Test)	Cohort (Pre-Test)
6-8	FSA Reading (VAM)	Prior year FCAT 2.0 Reading
6-8	FSA Math (VAM)	Prior year FCAT 2.0 Math
7	Grade 7 Civics (C)	Grade 6 FCAT Reading
8	Grade 8 FCAT 2.0 Science (C)	Grade 7 FCAT 2.0 Reading
Enrolled	Algebra 1 EOC VAM*	Prior year Math/EOC
Enrolled	Geometry (C)	Prior Year Math/EOC

(VAM) State Value-added Model is applied

(C) District Cohort model is applied

FY14 Middle School Teacher Student Performance Score Types

Score Type	Description
FSA ELA or Math VAM	<ul style="list-style-type: none"> Assigned Grade 6-8 ELA/Reading or Math courses 10 or more students with FSA VAM scores
Civics EOC	<ul style="list-style-type: none"> Assigned Civics EOC Course
FCAT 2.0 Science	<ul style="list-style-type: none"> Assigned Grade 8 Science course
Algebra 1 EOC (Grade 8)	<ul style="list-style-type: none"> Assigned Algebra 1 EOC Course 10 or more Grade 8 students with scores
Geometry EOC	<ul style="list-style-type: none"> Assigned Geometry EOC course
FSA Combined ELA/Math VAM (Non-FSA Instruction)	<ul style="list-style-type: none"> Not assigned any of above courses Majority of students in Grades 6-8 10 or more have Non-FSA VAM scores
School VAM	<ul style="list-style-type: none"> Do not have 10 or more students with scores More than 1 school assigned, District VAM Score

Scores may be combined for teachers based on State tested course/grade assignment
Based on Survey 2 – 3 match and minimum of 10 students

Pre/Post-Test (“Cohort”) Model

High School Teachers

Grade	Student Performance (Post-Test)	Cohort (Pre-Test)
9-10	FSA Reading (VAM)	FCAT 2.0 Reading
9	Algebra 1 EOC (VAM)	Prior Year Math/EOC
Enrolled	Algebra 2 EOC (C)	Prior Year Math/EOC
Enrolled	Geometry EOC (C)	Prior Year Math/EOC
Enrolled	Biology EOC (C)	Prior Year FCAT Reading
Enrolled	U.S. History EOC (C)	Grade 10 FCAT Reading
11	SAT (C)	Grade 10 FCAT Reading
11-12	FCAT 2.0 Reading Retake (C)	Prior Year FCAT Reading

(VAM) State Value-added Model is applied

(C) District Cohort model is applied

High School Teacher

Student Performance Score Types

Score Type	Description
FSA Reading VAM	<ul style="list-style-type: none"> Assigned Grade 9-10 ELA/Reading/Math courses
Algebra 1 EOC (Grade 9)	<ul style="list-style-type: none"> Assigned Algebra 1 EOC Course
Algebra 2 EOC	<ul style="list-style-type: none"> Assigned Algebra 2 EOC Course
Geometry EOC	<ul style="list-style-type: none"> Assigned Geometry EOC Course
US History EOC	<ul style="list-style-type: none"> Assigned US History EOC Course AP US History with 10+ students with US History EOC scores
Biology 1 EOC	<ul style="list-style-type: none"> Assigned Biology 1 EOC course
SAT	<ul style="list-style-type: none"> None of above course assignments 10 or more Grade 11 students
FSA ELA VAM (Non-FSA Instruction)	<ul style="list-style-type: none"> Not assigned ELA/Reading/Math courses 10 or more students assigned with FSA Reading scores
FCAT 2.0 Reading Retakes	<ul style="list-style-type: none"> None of the above and Assigned Intensive Reading Grades 11-12
School VAM	<ul style="list-style-type: none"> Do not have 10 or more students with scores from any above More than 1 school assigned, District VAM Score

Scores may be combined for teachers based on State tested course/grade assignment
Based on Survey 2 – 3 match and minimum of 10 students

FY2015 Teacher Evaluation Component Rating Scale

HE	EFF	NI	UN
3.2 - 4.0	2.1 - 3.1	1.2 - 2.0	1.0 - 1.1

IP (65%)	SP (33%)	PP (2%)	Final Rating
4	4	4	4
4	3	4	3.7
4	2	4	3.3
4	1	4	3.0
3	4	4	3.4
3	3	4	3.0
3	2	4	2.7
3	1	4	2.4
2	4	4	2.7
2	3	4	2.4
2	2	4	2.0
2	1	4	1.7
1	4	4	2.1
1	3	4	1.7
1	2	4	1.4
1	1	4	1.1

Key Dates

- **May 2015**
 - Finalize Instructional Practice Scores
 - Professional Growth Survey
- **September 2015**
 - State validation results due
 - *Release of VAM results
 - *Release of student FSA results

Questions?