



**THE SCHOOL DISTRICT OF
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May 25, 2016
Bulletin #P 16-319 DSCOS

**Action:
For Information Only**

Contact:
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TO: All Principals
FROM: David W. Christiansen, Ed.D., Deputy Superintendent/Chief of Schools 
SUBJECT: **FY16 RULES FOR STUDENT PERFORMANCE RATING (SPR) ON THE TEACHER EVALUATIONS**

The purpose of this communication is to provide information on the FY16 State and District rules for assigning each teacher a SPR as required in the Teacher Evaluation System. In a recent meeting, the Joint Evaluation Negotiating Committee (JENC) agreed to the District rules for the SPR for FY16 Teacher Evaluations. Overall, the SPR will count towards 33% of the total evaluation rating. This bulletin also details the State mandated rules that will be applied in FY16.

Beginning in the FY16 school year, State law and Florida State Board Rule require each district to include the State generated SPR for each teacher with VAM courses (the list is available at <http://growth.palmbeachschools.org>). Per Florida State Board Rule 6A-5.0411: "Beginning with the evaluations for performance during the 2015-16 school year, each district school board will implement the performance-level standards for Florida's English Language Arts, Mathematics and Algebra I value-added models [VAM], as described in this rule."

The "performance-level standards" referenced above are the Highly Effective through Unsatisfactory ratings included in the SPR. The Florida Department of Education (FDOE) will assign these ratings to teachers with assessment results detailed in Table 1 and include the performance of students assigned to a teacher for up to three years (FY16, FY15, and FY14) regardless of current instructional assignment. Teachers with these assessment results in any one of these years will receive a rating from FDOE as at least part of the SPR component of the evaluation. Additional information on the FDOE VAM model may be found at: VAM courses (the list is available at <http://growth.palmbeachschools.org>).

Table 1. Grades and Subjects Assigned "Performance-level Standards" by FDOE and District-developed Rules.

Grade/Assessment	Rules
Grades 4-10 FSA ELA	• Assigned Grades 4-10 ELA/Reading, 4-8 Math, or 8-9 Algebra 1 courses
Grades 4-8 FSA Math	• Ten or more students with Grades 4-10 ELA/Reading, 4-8 Math, or 8-9 Algebra 1 scores
Grades 8-9 FSA Algebra 1	• May be combined with District-developed models for non-VAM courses*

*AP, AICE, & IB Language Arts and Math test results for students with FSA scores cannot be included in the SPR for a teacher. These courses are considered part of the VAM model and must be evaluated using FSA for these grade levels.

While the rating assigned by FDOE must be included, it may be used in combination with ratings based on District-developed models depending on the teacher's instructional assignment.

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For example:

Combinations Allowed

A teacher assigned Grade 5 ELA, Math, and Science courses may have both the State model (ELA and Math) and the District model (Science) ratings combined for their final SPR assigned by the District. Because the Science course is not considered a “VAM course” by FDOE, the District is able to combine the state and local models for the SPR.

Combination Not Allowed

A teacher assigned Grade 9 ELA and Grade 10 AICE General Paper courses must have the FSA applied as their SPR. Combination of FSA and the AICE General Paper results are **not** allowable for students with FSA scores. Because both the ELA course and AICE General Paper are considered “VAM courses” the District must use the state rating. However, if the teacher had Grade 11 or 12 students in the AICE course the AICE exam scores could be included for those students because they would not be included in the state rating.

Teachers not included exclusively in one of the FDOE VAM models will be included in a District-developed model based on instructional assignment. These models will group teachers into a cohort based on the prior achievement of their students. Teachers will be ranked among the teachers in the same cohort to determine the SPR for the evaluation. The details regarding the assessments to be used were included in Bulletin #P 16-252 DSCOS, dated April 4, 2016. The rules to be applied to the District-developed models are included in Table 2.

Table 2. Grades and Assessments using District-developed Models and Applicable Business Rules

Grade/Assessment	Rules*
Elementary Literacy Behaviors (ELB)	<ul style="list-style-type: none"> Majority of students in Grade K Ten or more students with ELB scores
Palm Beach Performance Assessment (PBPA)	<ul style="list-style-type: none"> Majority of students in Grade 1 Ten or more students with PBPA scores
Grade 2 Reading Diagnostic Test	<ul style="list-style-type: none"> Majority of students in Grade 2 ELA Ten or more students with EOY Reading scores
Grade 3 FSA ELA	<ul style="list-style-type: none"> Majority of students in Grade 3 Assigned Grade 3 ELA courses Ten or more students with FSA scores
Grades 5 and 8 FCAT 2.0 Science	<ul style="list-style-type: none"> Assigned Grade 5 or 8 Science course Ten or more students with Grade 5 or 8 Science scores
Civics, Geometry, Biology, Algebra 2 or US History EOC	<ul style="list-style-type: none"> Assigned to teach the EOC aligned course Ten or more students with EOC scores
AP, IB, AICE Courses (based on performance relative to the state average by course)	<ul style="list-style-type: none"> Assigned an AP, IB, or AICE course Ten or more students with scores Excludes Grade 9 or 10 students in ELA and Math courses
SAT	<ul style="list-style-type: none"> None of the above course assignments Ten or more Grade 11 students
FCAT 2.0 Reading Retakes	<ul style="list-style-type: none"> None of the above and Assigned Intensive Reading Grades 11 or 12
FSA Combined ELA/Math VAM (Non-FSA Instruction)	<ul style="list-style-type: none"> Not assigned Grades 4-10 ELA/Reading or 4-8 Math courses Ten or more students with 4-10 ELA/Reading or 4-8 Math scores
School VAM	<ul style="list-style-type: none"> Does not have ten or more students with scores
District VAM	<ul style="list-style-type: none"> Assigned to more than one school

* District-developed rules may be superseded by state board rule if a teacher is assigned a SPR by FDOE. Where appropriate, combined ratings will be determined by weighted average of applicable models.

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Additional information may be found at <http://growth.palmbeachschools.org>. For questions regarding the SPR please contact Paul Houchens, Director of Assessment at 561-434-8780 (PX 48780). For questions regarding the other Evaluation components, please contact Kevin Butanowicz, Manager, Professional Development at 561-649-6849 (PX 46849).

RMA/DWC/KO/MH/PH:cb/bls

Approved: _____


Robert M. Avossa, Ed.D., Superintendent