

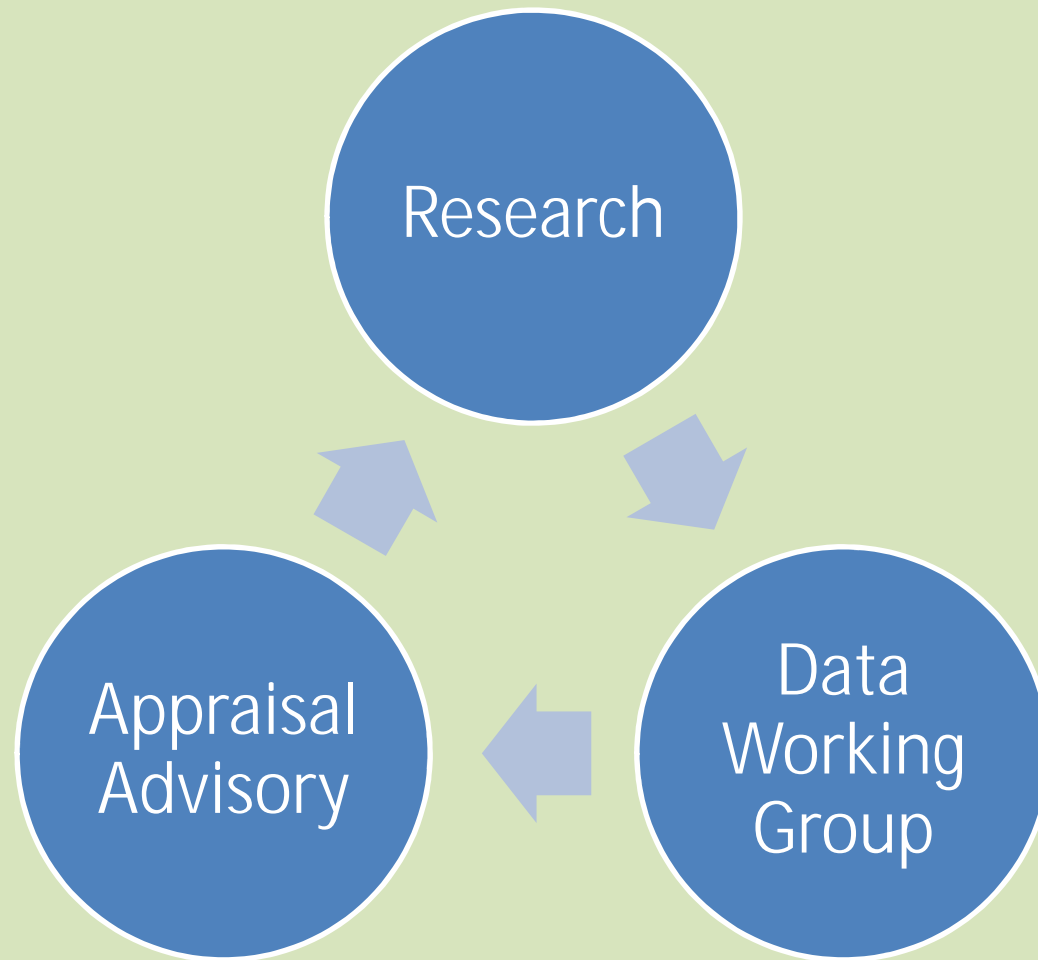
Evaluation Update

School Board Workshop
Tuesday, December 11, 2012

Timeline of Development & Approval

- May 2011 School Board approved Teacher System
- May 2011 Teacher System submitted to FLDOE
- Sept 2011 Administrator & Non-Class Inst. Systems Approved (2011-2012)
- Dec 2011 FLDOE approval
- April 2012 Administrator System School Board Approved (12-13)
- July 2012 Administrator System FLDOE Approved
- August 2012 Non-Class Instructional System SB Approved (2012-2013)
- August 2012 Release of initial VAM data
- October 2012 Release of final VAM data
- October 2012 2011-12 Evaluations finalized
- November 2012 Analysis of results and research of options
- November 2012 FLDOE approval of potential revisions
- December 2012 Recommendations for 2012-13 & 2011-12

The Process



Appraisal Advisory Committee

Marilyn Bell

Teacher, John Hopkins MS

Pam Bridges

Teacher, Ozona Elementary School

Princess Fleming

PCTA

Lisa Grant

Director, Professional Development

Ija Hawthorn

Assistant Principal, Gibbs HS

Princess Hemingway

Teacher, Clearwater HS

John Johnston

Principal, Pinellas Park HS

Kim Leitold

Sr. Human Resource Specialist, PD

Jody Lehman-Lynn

Teacher, Sanders Exceptional Center

Marshall Ogletree

Executive Director, PCTA

Angela Owens

Assistant Principal, Azalea MS

Godfrey Watson

Principal, Campbell Park ES

Data Working Group

Behrokh Ahmadi

Nicole Carr

Dr. Bill Corbett

Laurie Dart

Princess Fleming

Renee Foran

Lonnette Frazier

Geoff Gale

Lisa Grant

Claudia Guerere

Dr. Barbara Hires

Jozelle Johnson

Lou Ann Jourdan

Norm Kelton

Ward Kennedy

Bill Lawrence

Marshall Ogletree

Octavio Salcedo

Melinda Singleton

Henry Smoot

Rita Vasquez

Jeanine Welch

Pat Wright

Executive Director, Assessment Accountability & Research (AA&R)

Senior Coordinator, Differentiated Accountability, AA&R

Area Superintendent, Area 2

Staff Attorney

PCTA

Research Specialist, AA&R

TIF Grant Manager

Director, Application Support & Development, TIS

Director, Professional Development

Senior Coordinator, Evaluation, AA&R

Area Superintendent, Area 4

RTTT Grant Manager

Budget Specialist, FTE Office

Chief Officer, TIS

Area Superintendent, Area 3

Associate Superintendent, Teaching & Learning

Executive Director, PCTA

Director, Testing, AA&R

Instructional Staff Developer, Professional Development

Applications Administrator, TIS

Director, Secondary Education

Director, Exceptional Student Education

Area Superintendent, Area 1

2012-2013 Recommendations

INDIVIDUAL VAM

- 2 FCAT Teachers
- 2 Non-FCAT Teachers
- 2 **Algebra EOC Teachers**
- 2 **Third Grade Teachers**
 - 2 50% Student Performance Data = School VAM
 - 2 50% FCAT Reading Developmental Scale Score average compared to previous year school average

INDIVIDUAL VAM

- $N = 2$
- **Adjust score if not current year individual data**
 - Weight previous year individual score with school VAM score
- **Scale 40% and 50% points separately**

SCHOOL VAM

- ² Pre K, Kindergarten, First Grade, Second Grade Teachers
- ² School wide instructional positions
 - ² Examples: Guidance Counselors, Behavior Specialists
- ² Junior and Senior Teachers
 - ² Including IB and AP Teachers

SCHOOL VAM

- Scale school wide VAM scores to minimize the impact of outliers
- Scale points from 5 to 40 or 5 to 50
 - Lowest score = 5 (versus 0)

District VAM

2 Hospital Homebound

2 Private School ESE

- Median of school VAM scores

Additional Recommendations

- **Extended Transition Teachers**
 - Apply same process as Adult Ed Teachers
- **Florida Alternative Assessment (FAA)**
 - Apply same process as used 2011-2012 for Center schools
 - Include self-contained K-12 site based teachers

Summative Score

- 2 Round to the nearest whole number
 - 2 All numbers carried to furthest decimal point until overall points rounded

2011-2012 Evaluations

PROPOSAL:

- 2 Apply 2012-2013 student performance recommendations to 2011-2012 evaluations
- 2 Re-finalize evaluations
- 2 "Hold Harmless"

The Potential Impact

Initial 2011-2012		2011-2012 with Recommendations	
Highly Effective	6.08%	Highly Effective	22.96%
Effective	71.81%	Effective	67.2%
Needs Improvement	17.49%	Needs Improvement	7.01%
Developing	3.39%	Developing	1.87%
Unsatisfactory	1.23%	Unsatisfactory	0.9%

Next Steps

- 2 School Board Approval
 - 2 Tuesday, January 15 School Board meeting
- 2 Revise Flow Chart and Business Rules
- 2 Apply recommendations to finalize data
- 2 Rerun and re-finalize evaluations

Planning for 2013 and Beyond

2 Priorities

- 2 Kindergarten, 1st Grade, 2nd Grade teachers

- 2 IB and AP teachers

2 Exploring Possibilities and Options