

## **Pinellas County Schools Instructional & Building Administrator Evaluation Systems Recommendations for Use of Student Performance Data**

These recommendations are proposed for use in 2012-2013 evaluations as well as for the re-calculation of 2011-2012 evaluations. Recommendations are pending School Board approval (January 2013).

### **Individual VAM Data Use**

If a teacher has an individual VAM score, it is used:

- **FCAT Teachers:** Generally, this applies to teachers that teach an FCAT subject and grade level
- **Non-FCAT Teachers:** Generally, teachers that teach an FCAT grade level, but not an FCAT subject
  - ✧ Example: A Sixth grade Science teacher – receives an individual VAM score based upon the FCAT scores of the students they teach
- **Algebra EOC Teachers:** Teachers that teach Algebra will have a VAM score based on the performance of the students they teach on the Algebra EOC
  - ✧ This will not apply to recalculation of 2011-12 evaluations as no data was available
- **Third Grade Teachers**
  - ✧ 50% Student Performance Data = School VAM
  - ✧ 50% FCAT Reading Developmental Scale Score teacher average compared to school average
    - This will be based upon the students assigned to the individual teacher

### **Score Calculations**

- **N = 2:** If a teacher has 2 or more students assigned to him/her, the FLDOE calculates an individual VAM score
  - ✧ Increasing to a larger number would then require using school-wide data rather than individual data
- **Adjust score if not current year individual data**
  - ✧ Weight individual VAM score with school VAM score
  - ✧ Example: A HS Math teacher-students took FCAT Math in 2009, but did not take it in 2010 or 2011. The state provided an individual VAM score based upon the 2009 students. The 2009 score will be used, but will be calculated with 2010 and 2011 School VAM so the entire score is not based upon students taught three years prior
- **Scale 40% and 50% points separately**

### **School Wide VAM Data Use**

- **Pre K, Kindergarten, First Grade, Second Grade Teachers:** No individual VAM or other assessment data is available, so a school wide VAM will be used.
  - ✧ This is a priority for 2013-14
- **School wide instructional positions**
  - ✧ Examples: Guidance Counselors, Behavior Specialists
- **Junior and Senior Teachers:** No individual VAM or other assessment data is available that can be accurately and equitably applied
  - ✧ Including IB and AP Teachers: a pilot test was conducted. The results indicate teachers would not benefit from use of these scores and a system to roster students is needed in order to accurately and equitably use this data
    - This is a priority for 2013-14

### Score Calculations

- **Scale school wide VAM scores to minimize the impact of outliers:** Outlying scores (either very high or very low) tend to compress or inflate other scores. These scores will be counted, but will mathematically be scaled to prevent the compression of all school scores
- **Scale points from 5 to 40 or 5 to 50**
  - Lowest score = 5 (versus 0)

### District VAM Use

- **Hospital Homebound**
- **Private School ESE:** These teachers are Pinellas County employees but do not teach Pinellas County students and the majority of these students do not take FCAT. The district VAM is the best option at this point in time.

### Score Calculations

- **Median of school VAM scores:** The district score is calculated as a median of all school scores
  - ✧ With the changes in school VAM scores, this will keep the district score in relation to school scores

### Additional Changes

- **Extended Transition Teachers:** these teachers teach students that are 18-22 and have an IEP and often work in unique settings such as the Veteran's hospital. These students are technically not K-12 students do not take any assessments
  - ✧ Apply same process as Adult Ed Teachers: these teachers' evaluations will include two metrics: administrative review and professional development
- **Florida Alternative Assessment (FAA)**
  - ✧ Apply same process as used 2011-2012 for Center schools
    - Include self-contained K-12 site based teachers
      - Example: An SVE teacher at an elementary school will receive the school wide FAA score versus a School wide VAM score.

### Summative Scores

- **Round to the nearest whole number:** The final score will be rounded to the nearest whole number
  - ✧ All numbers will be carried to the furthest decimal point until the calculation of overall points and then the final score will be rounded

### Priorities Moving Forward

- **Priorities**
  - ✧ Kindergarten, 1<sup>st</sup> Grade, 2<sup>nd</sup> Grade teachers
  - ✧ IB and AP teachers
  - ✧ Exploring Possibilities and Options