

Recommendations for 2012-2013 Teacher Evaluations

- 1. Maintain use of individual FCAT VAM, non-FCAT individual VAM and School Wide VAM and differentiate use:**
 - Use individual FCAT VAM and EOC VAM (Algebra)
 - Maintain use of non-FCAT individual VAM
 - Maintain use of School wide VAM for Pre-K through 2nd grade
 - Prioritize identification of an assessment for use in teacher evaluation 2013-2014
 - Third grade Reading and Math Teachers:
 - School wide VAM (50% of student performance data)
 - Proficiency rate of 3rd graders level 3 or above on FCAT Reading and/or Math (50% of student performance data)
 1. Points assigned based upon score compared to school average (of up to the last three years): deviation from the mean
 - Maintain use of School wide VAM for school wide positions (i.e. Guidance Counselor, Behavior Specialist, Library Media Tech)
 - Maintain use of School wide VAM for High School content courses without EOC or FCAT content/grade level and for AP and IB
 - Create process and system to use AP and IB scores, similar to third grade, for use in teacher evaluation 2013-2014
 - Hospital Homebound:
 - Use District VAM score
 - Private School ESE teachers:
 - Use District VAM score
 - Extended Transition teachers:
 - Treat as Adult Ed teachers
 - Use same metrics as Adult Ed (Administrative Review & Professional Development)
- 2. Modify school wide VAM score point calculation process**
 - Scale the school wide scores to minimize the impact of outliers and more equitably distribute scores
 - This will prevent a distortion of scores (either compression or inflation)
 - Create ten quadrants of school wide scores to more equally spread scores
 - Add five points to school wide scores to allow Highly Effective teachers in lower scoring VAM schools to earn Highly Effective
 - The lowest school wide score = 5 (rather than zero)
- 3. Individual VAM score revisions:**
 - Leave individual VAM calculated at N=2 (state formula)
 - If no individual current year data, but an individual VAM score (from previous years), weight score to add current year School Wide VAM
- 4. Use FAA scores as used in 2011-2012 in Center schools. Use in the same manner for self contained site based teachers with students taking the FAA (all special diploma students)**

5. District VAM: Calculate District VAM score as a median of school VAM scores
 - District VAM calculated after school wide VAM scores figured
 - Clearly communicate how the district VAM score is calculated
6. Revise the flow chart to change from “level” to cost center for each step
7. Round final scores to the nearest whole number to determine the overall rating.
8. Plan and implement additional training for administrators and teachers regarding meaning and use of VAM
9. Finalization of evaluations:
 - Prior to adding the student performance data into summative evaluations and releasing the data, the Data Working group will meet to review the data and discuss potential issues, needs and concerns.
 - The Data Working Group will determine release date of data
 - The finalization of evaluations will be completed within 10 school days of release of the data
 - District and PCTA to modify contract language