



AchieveNJ: Principal and Assistant/ Vice Principal Evaluation Scoring Guide

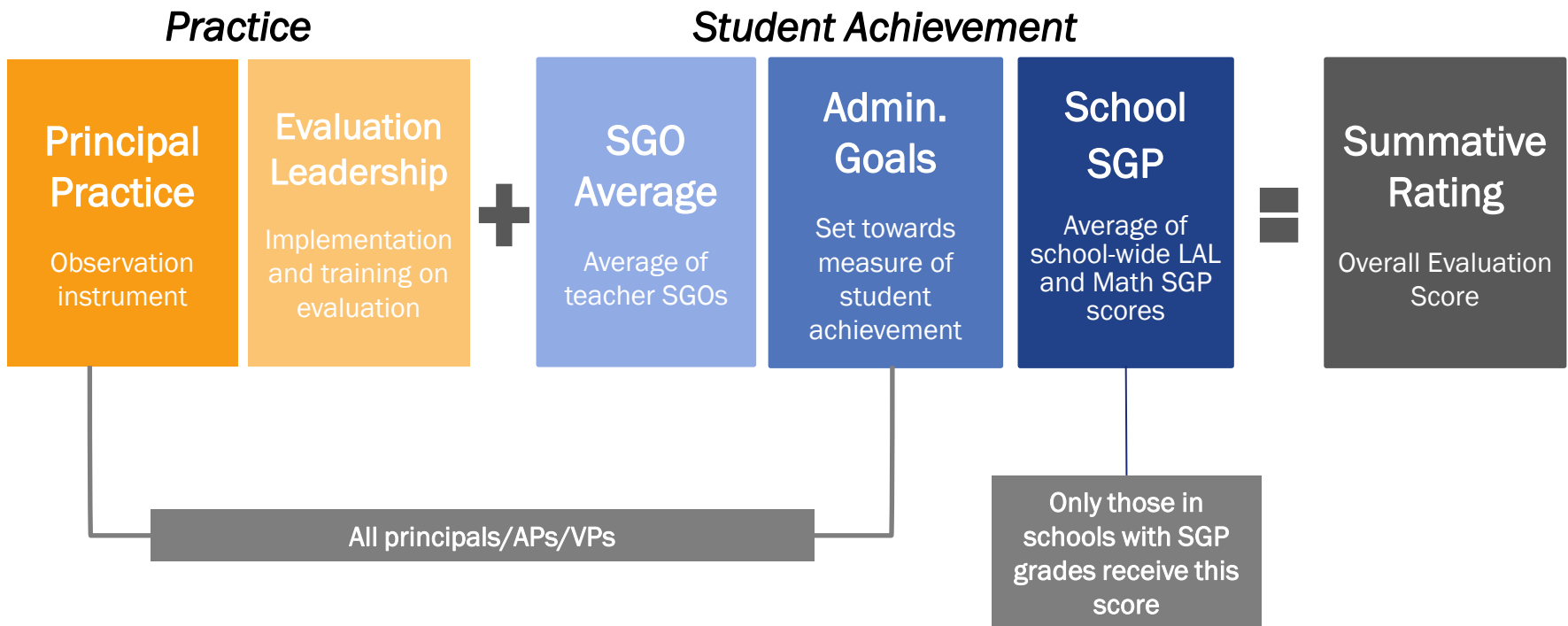
Fall 2013

Overview

- This presentation provides information on how districts compile evaluation ratings for principals, assistant principals (APs), and vice principals (VPs) in AchieveNJ.
 - Each element of the evaluation results in a 1 - 4 rating, which is weighted according to state formulas shown in later slides.
 - Overviews and examples are provided for scoring each of the multiple measures.
 - The presentation concludes with information on using each of the multiple measure ratings to calculate one final summative evaluation score for each principal/AP/VP.

Multiple Measures for Principals/APs/VPs

Administrators are evaluated based on the following measures.

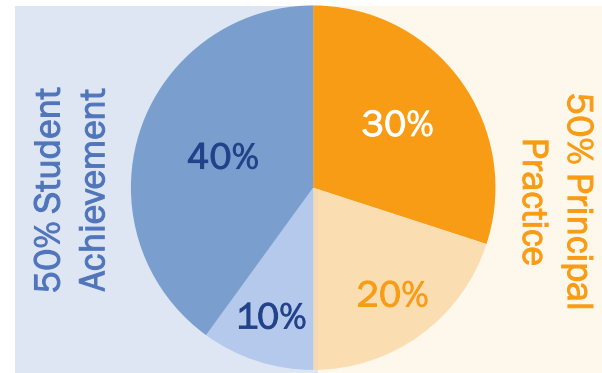
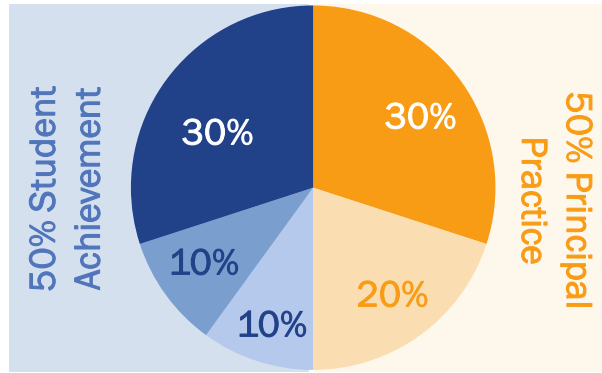
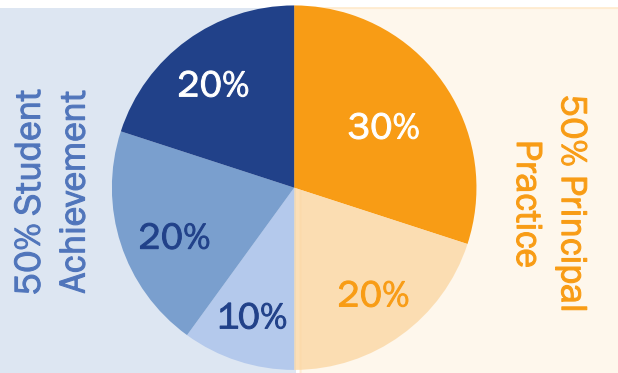


Component Weighting for SY13-14

Single-Grade SGP Principals/APs/VPs (1 SGP grade taught in school)

Multi-Grade SGP Principals/APs/VPs (2 or more SGP grades taught in school)

Non-SGP Principals/APs/VPs (no SGP grades taught in school)



- SGO Average
- Administrator Goals
- School SGP
- Principal Practice
- Evaluation Leadership

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As shown above, weights for each measure depend on the SGP status of the administrator.

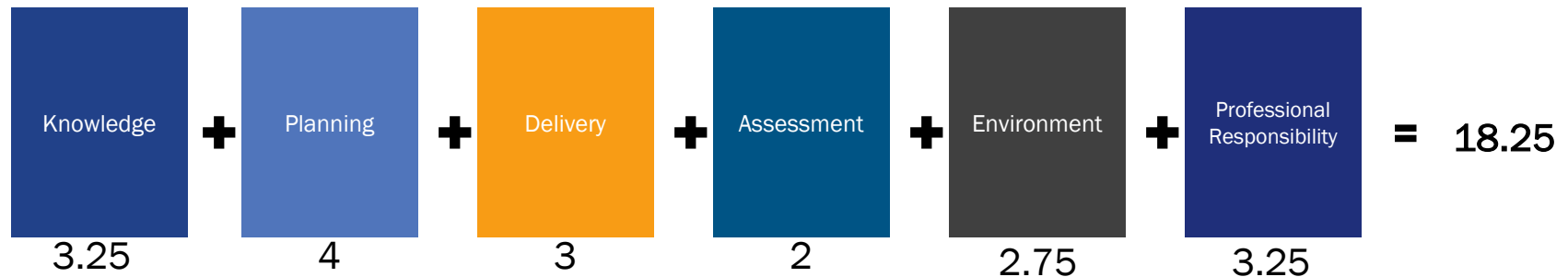
Principal Practice Scoring

- Principal practice is measured according to a district-chosen observation instrument, such as Marzano, McREL, etc... (see [here](#) for complete list).
- **Local school districts have discretion** on how to create a final principal practice rating on a 1 – 4 scale.
- The example that follows show how different components of the principal practice instrument might be calculated. ***This is an example, not a recommendation.*** Please consult your District Evaluation Advisory Committee (DEAC) to inquire how this is being done locally.

Principal Practice: Weighting of Practice Instrument Domains and Components

Many principal practice evaluation instruments (or some standards or domains within those instruments) rely on evidence collection throughout the year and do not score until the summary conference on each individual component of the instrument.

Example (Sample score below each domain):



$$18.25/6 = 3.04$$

Evaluation Leadership Scoring

Principals are rated on their effectiveness in implementing the new evaluation system at the school level using the [state Evaluation Leadership Instruments](#), which include the following domains for principals (and only those in Domain 2 for APs/VPs):

Domain 1: Building Knowledge and Collaboration	Domain 2: Executing the Evaluation System Successfully
<p>Component 1a: Preparing teachers for success</p> <p>Component 1b: Building collaboration</p>	<p>Component 2a: Fulfilling requirements of the evaluation system</p> <p>Component 2b: Providing feedback, coaching, and planning for growth</p> <p>Component 2c: Ensuring reliable, valid observation results</p> <p>Component 2d: Ensuring high-quality SGOs</p>

Local districts have discretion to determine a 1 – 4 rating for Evaluation Leadership based on the components described in each instrument.

Student Growth Objective (SGO) Scoring

Administrators are rated on their teachers' SGO performance each year through a calculated average of teachers' SGO scores. See the example below:

Teachers	SGO Score*
Teacher 1	3.5
Teacher 2	2.5
Teacher 3	3
Teacher 4	3
Teacher 5	2
Average of SGO scores	3

SGO Average for
Principal/AP/VP:
 $15/5 = 3$

Administrator Goal Scoring

- In consultation with the superintendent, a principal/AP/VP sets between 1 - 4 achievement goals for the students in his/her building (Administrator Goals), using measures such as:
 - Advanced Placement scores
 - SAT, ACT scores
 - College acceptance rates
 - HSPA scores
 - Annual measurable objectives (AMOs)
 - Graduation rates (in schools under 80 percent)
 - Nationally norm-referenced tests
- Local districts have discretion to determine the total number of goals each administrator sets. The average score among the total number of Administrator Goals for each administrator should be calculated to determine the final rating.
- See the following slides for scoring examples and refer to these [Sample Administrator Template and Goals](#) for a form and example goals shown on a 1 - 4 scale.

Administrator Goal Scoring Example

Administrator Goal

During the 2013-14 school year, 340 students (40 more than in 2011-12) will successfully complete an AP course as measured by:

1. A score of 3, 4, or 5 on the AP test and
2. A course grade of C or better.

Scoring Plan

Target Score	Exceptional (4)	Full (3)	Partial (2)	Insufficient (1)
1. Score of 3-5 on AP exam	Greater than	335-345	310-334	Less than
2. Course grade of C or better	345 students			310

Administrator Goal Scoring Example

Administrator Goal

90% of kindergarten students will grow at least 12 sounds at each administration (winter and spring) of the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) or reach 25 sounds per minute by the end of the school year.

Scoring Plan

Target Score	Exceptional (4)	Full (3)	Partial (2)	Insufficient (1)
Increase 12 sounds at each DIBELS <u>or</u> 25 sounds/minute by end of year	Greater than 94%	87%-94%	75-86%	Less than 75%

Student Growth Percentile (SGP) Scoring

Median Student Growth Percentile (mSGP) scores provided by the Department will be translated from a 1 – 99 into a 1 - 4 score according to the conversion chart below and then used in a summative rating.

mSGP Score	Evaluation Rating
1 - 20	1.0
21	1.1
22	1.2
23	1.3
24	1.4
25	1.5
26	1.6
27	1.7
28	1.8
29	1.9
30	2.0
31	2.1
32	2.2
33	2.3
34	2.4

mSGP Score	Evaluation Rating
35	2.5
36	2.5
37	2.6
38	2.6
39	2.7
40	2.7
41	2.8
42	2.8
43	2.9
44	2.9
45	3.0
46	3.0
47	3.0
48	3.0
49	3.0

mSGP Score	Evaluation Rating
50	3.0
51	3.0
52	3.0
53	3.0
54	3.0
55	3.0
56	3.1
57	3.1
58	3.2
59	3.2
60	3.3
61	3.3
62	3.4
63	3.4
64	3.4

mSGP Score	Evaluation Rating
65	3.5
66	3.5
67	3.5
68	3.6
69	3.6
70	3.6
71	3.7
72	3.7
73	3.7
74	3.8
75	3.8
76	3.8
77	3.9
78	3.9
79	3.9
80 - 99	4.0

The Department will provide individual school mSGP scores for districts as they become available in the winter of SY14-15.

SGP Conversion Chart Explained

mSGP Score	Evaluation Rating
35	2.5
36	2.5
37	2.6
38	2.6
39	2.7
40	2.7
41	2.8
42	2.8
43	2.9
44	2.9
45	3.0
46	3.0
47	3.0
48	3.0
49	3.0
50	3.0
51	3.0
52	3.0
53	3.0
54	3.0
55	3.0
56	3.1
57	3.1
58	3.2
59	3.2
60	3.3
61	3.3
62	3.4
63	3.4
64	3.4

Why are all the values between 45 and 55 set to the same score (3.0)?

- The Department believes that educators in the middle of the mSGP distribution are driving significant academic growth in their students.
- Educators whose students achieve scores in this range should be recognized by receiving a rating on par with their impact.

SGP Conversion Chart Explained

mSGP Score	Evaluation Rating
1 - 20	1.0
21	1.1
22	1.2
23	1.3
24	1.4
25	1.5
26	1.6
27	1.7
28	1.8
29	1.9
30	2.0
31	2.1
32	2.2
33	2.3
34	2.4

Why are the values at the extreme ends of the distribution, 1-20 = 1 in this case (and 80-99 = 4), set to the same score?

- When more than half of an educator's students are in the top 20 percentile points on the SGP scale it is an indication of very high growth.
- When more than half of an educator's students are in the bottom percentile points this is an indicator of low growth to be considered with other evidence.

mSGP Score	Evaluation Rating
65	3.5
66	3.5
67	3.5
68	3.6
69	3.6
70	3.6
71	3.7
72	3.7
73	3.7
74	3.8
75	3.8
76	3.8
77	3.9
78	3.9
79	3.9
80 - 99	4.0

SGP Conversion Chart Explained

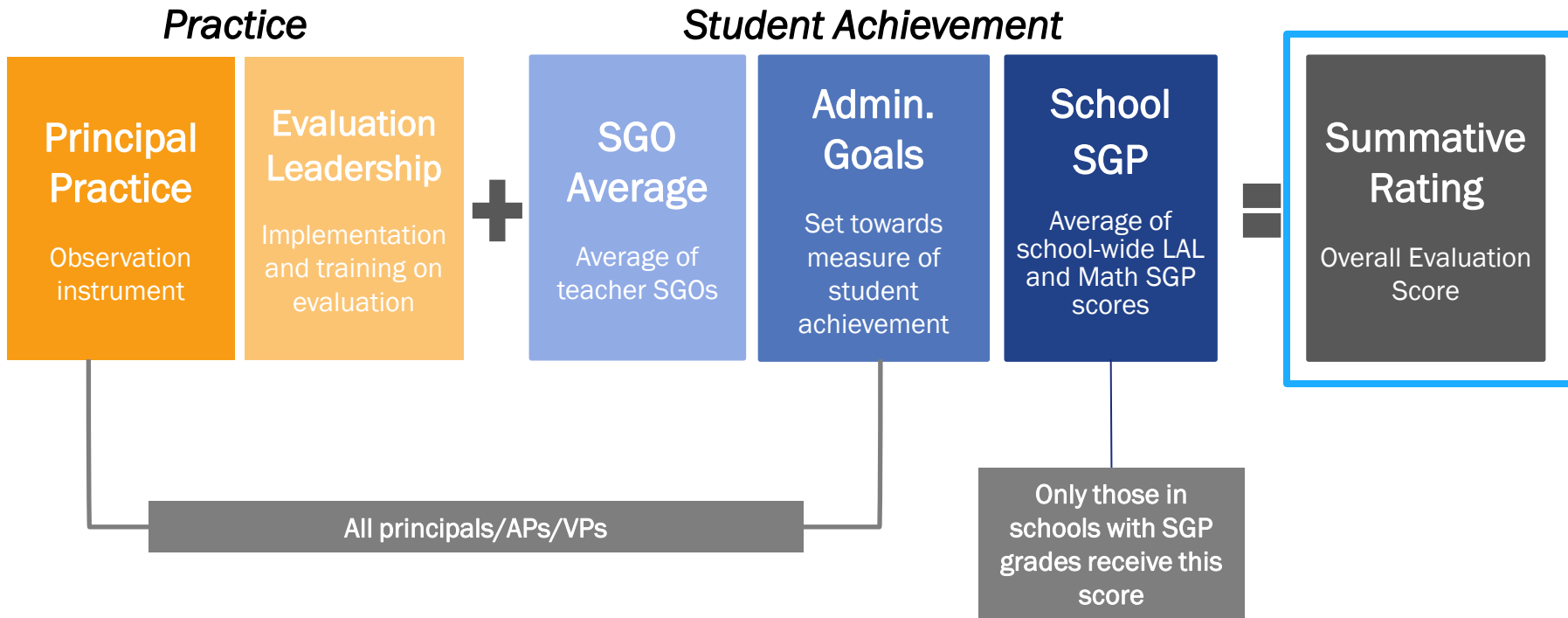
mSGP Score	Evaluation Rating
65	3.5
66	3.5
67	3.5
68	3.6
69	3.6
70	3.6
71	3.7
72	3.7
73	3.7
74	3.8
75	3.8
76	3.8
77	3.9
78	3.9
79	3.9
80 - 99	4.0

Why Decimals? Why Tenths?

- The use of decimals instead of whole numbers enables the scale to increase/decrease gradually, improving the statistical efficiency of the conversion.
- This prevents large rating differences that may not accurately reflect significant differences in student learning.

Scoring the Summative Rating

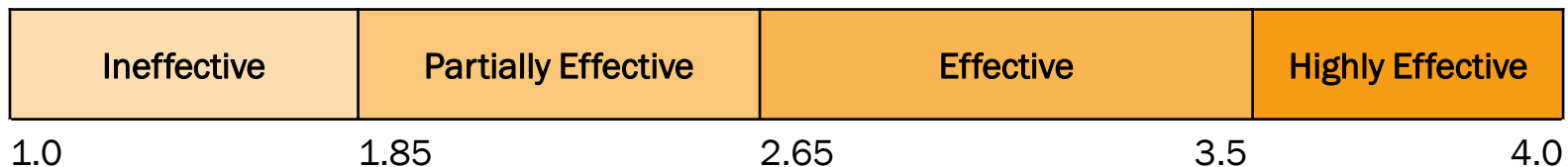
This section describes scoring for the final summative rating.



Summary of Process and Cut Scores

Setting Cut Scores

- In the summer of 2013, approximately 90 educators from across New Jersey worked for three days analyzing data and making contributions to the summative rating scales.
- Educators examined anonymous sample portfolios to review results from SGOs, observation ratings, and, where applicable, SGP data.
- The educators recommended the cut scores below, which the Department has chosen to adopt in full from the standard-setting committee.



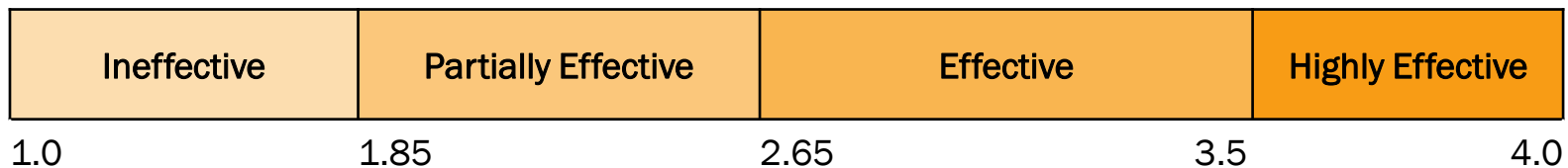
Summative Rating Example (Non - SGP Administrator)

Example 1: Highly Effective Principal/AP/VP

Component	Raw Score	Weight	Weighted Score
Principal Practice	3.75	0.3	1.125
Evaluation Leadership	3.5	0.2	0.7
Student Growth Objective	3.25	0.1	0.325
Administrator Goals	3.5	0.2	0.7
Sum of the Weighted Scores			3.55

3.55

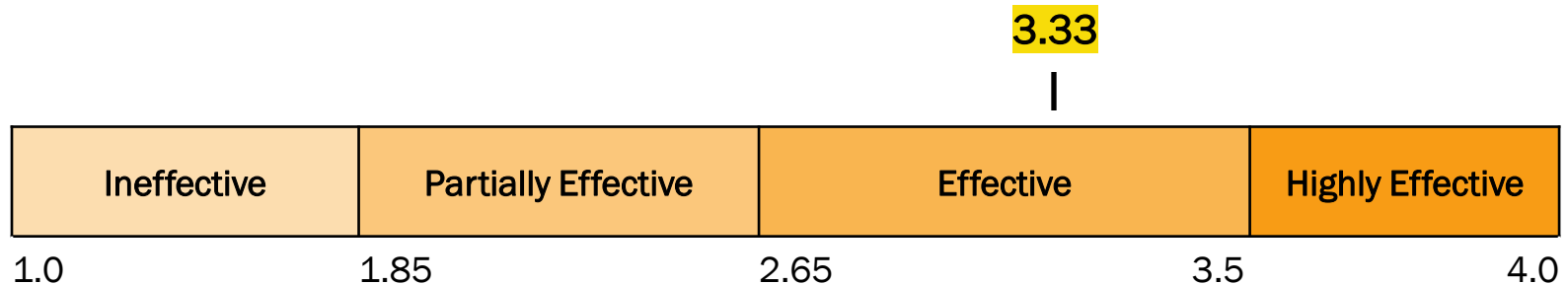
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Summative Rating Example (Non - SGP Administrator)

Example 2: Effective Principal/AP/VP

Component Scores	Raw Scores	Weights	Weighted Score
Principal Practice	3.4	0.3	1.02
Evaluation Leadership	3	0.2	0.6
Student Growth Objective	3.7	0.1	0.37
Administrator Goals	3.6	0.2	0.72
Sum of the Weighted Scores			3.33



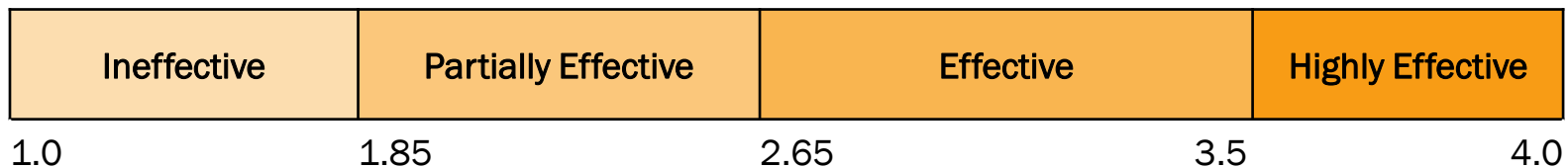
Summative Rating Example (Non - SGP Administrator)

Example 3: Partially Effective Principal/AP/VP

Component	Raw Score	Weight	Weighted Score
Principal Practice	2	0.3	0.6
Evaluation Leadership	2.5	0.2	0.5
Student Growth Objective	2.8	0.1	0.28
Administrator Goals	2.5	0.2	0.5
Sum of the Weighted Scores			2.5

2.5

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Summative Rating Example (Single - Grade SGP Administrator)

Example 1: Highly Effective Principal/AP/VP

Component	Raw Score	Weight	Weighted Score
Principal Practice	3.75	0.3	1.125
Evaluation Leadership	3.5	0.2	0.7
Student Growth Percentile *65	3.5	0.2	0.7
Student Growth Objective	3.25	0.1	0.325
Administrator Goals	3.5	0.2	0.7
Sum of the Weighted Scores			3.55

3.55

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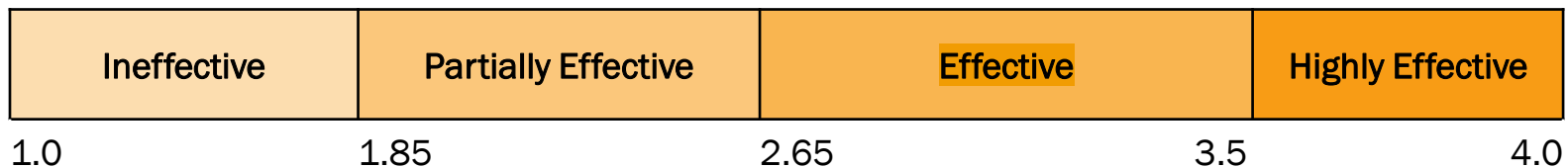
Summative Rating Example (Single - Grade SGP Administrator)

Example 2: *Effective Principal/AP/VP*

Component Scores	Raw Scores	Weights	Weighted Score
Principal Practice	3.4	0.3	1.02
Evaluation Leadership	3.0	0.2	0.60
Student Growth Percentile *57	3.1	0.2	0.62
Student Growth Objective	3.7	0.1	0.37
Administrator Goals	3.6	0.2	0.72
Sum of the Weighted Scores			3.33

3.33

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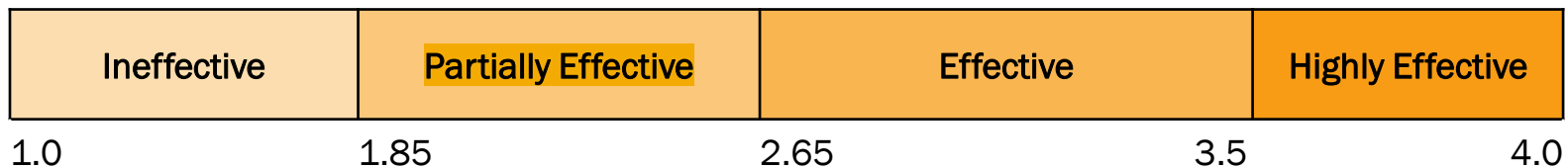
Summative Rating Example (Single - Grade SGP Administrator)

Example 3: Partially Effective Principal/AP/VP

Component	Raw Score	Weight	Weighted Score
Principal Practice	2	0.3	0.6
Evaluation Leadership	2.5	0.2	0.5
Student Growth Percentile *57	3.1	0.2	0.62
Student Growth Objective	2.8	0.1	0.28
Administrator Goals	2.5	0.2	0.5
Sum of the Weighted Scores			2.5

2.5

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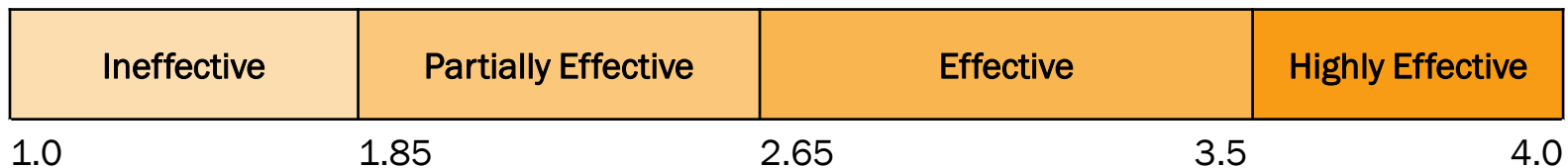
Summative Rating Example (Multi-Grade SGP Administrator)

Example 1: *Highly Effective Principal/AP/VP*

Component	Raw Score	Weight	Weighted Score
Principal Practice	3.75	0.3	1.125
Evaluation Leadership	3.5	0.2	0.7
Student Growth Percentile *65	3.5	0.3	1.05
Student Growth Objective	3.25	0.1	0.325
Administrator Goals	3.5	0.1	0.35
Sum of the Weighted Scores			3.55

3.55

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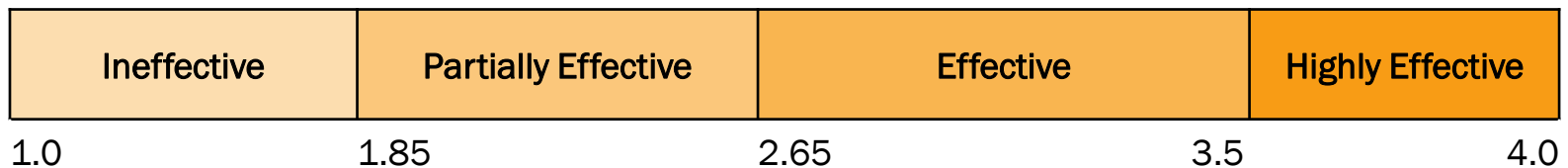
Summative Rating Example (Multi-Grade SGP Administrator)

Example 2: *Effective Principal/AP/VP*

Component	Raw Score (1-4 Scale)	Weight	Weighted Score
Principal Practice	3.4	0.3	1.02
Evaluation Leadership	3.0	0.2	0.60
Student Growth Percentile *57	3.1	0.3	0.93
Student Growth Objective	3.7	0.1	0.37
Administrator Goals	3.6	0.1	0.36
Sum of the Weighted Scores			3.28

3.28

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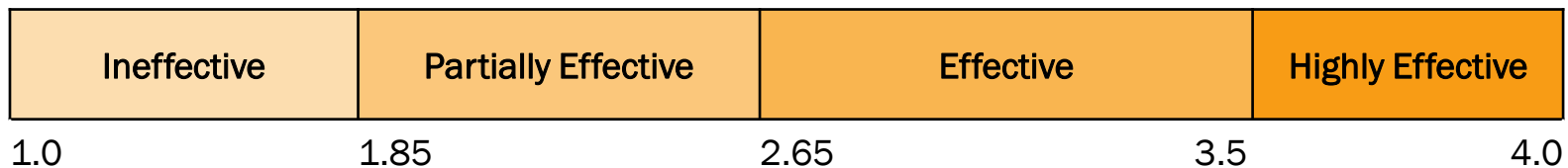
Summative Rating Example (Multi-Grade SGP Administrator)

Example 3: Partially Effective Principal/AP/VP

Component	Raw Score	Weight	Weighted Score
Principal Practice	2	0.3	0.6
Evaluation Leadership	2.5	0.2	0.5
Student Growth Percentile *57	3.1	0.3	0.93
Student Growth Objective	2.8	0.1	0.28
Administrator Goals	2.5	0.1	0.25
Sum of the Weighted Scores			2.56

2.56

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