AchieveNJ: Teacher Evaluation Scoring Guide

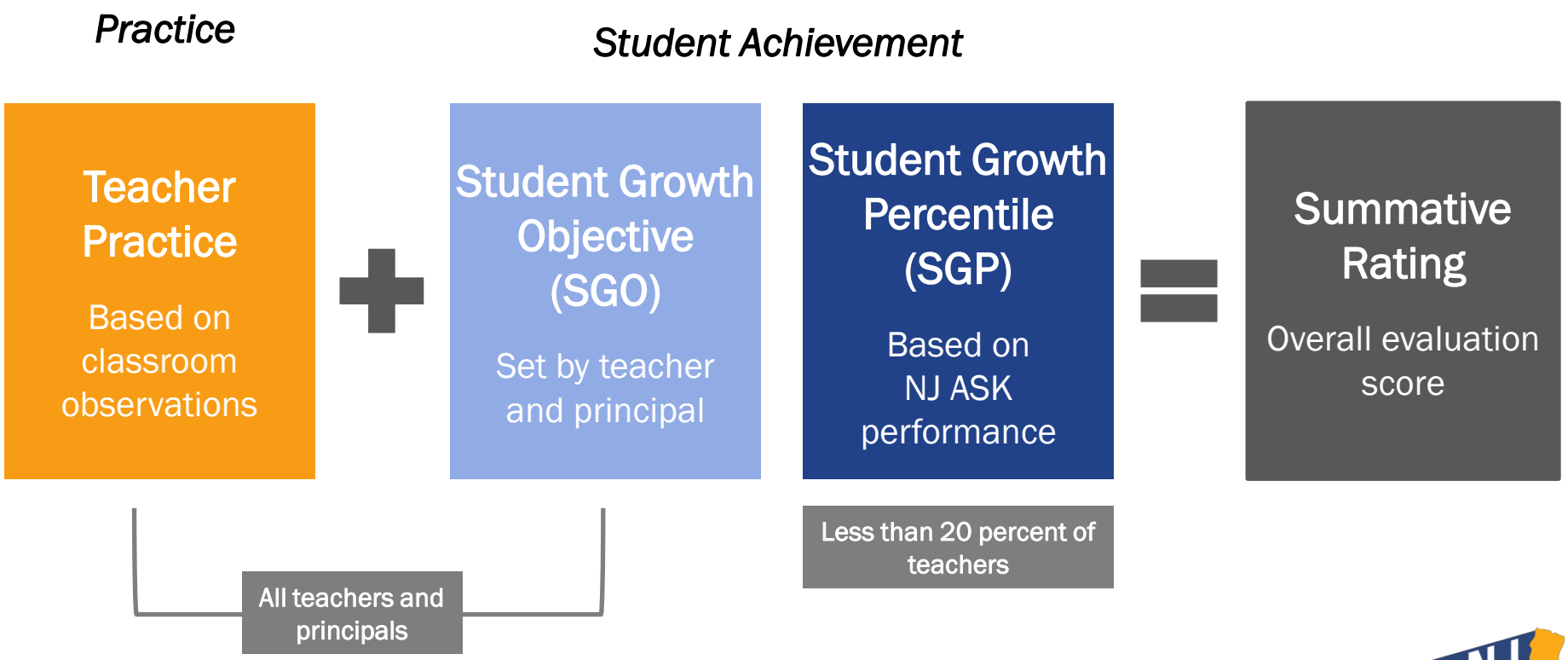
Fall 2013

Overview

- This presentation provides information on how districts compile evaluation ratings for teachers 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 teacher.

Multiple Measures

All teachers are evaluated based on multiple measures.



Teacher Practice Scoring

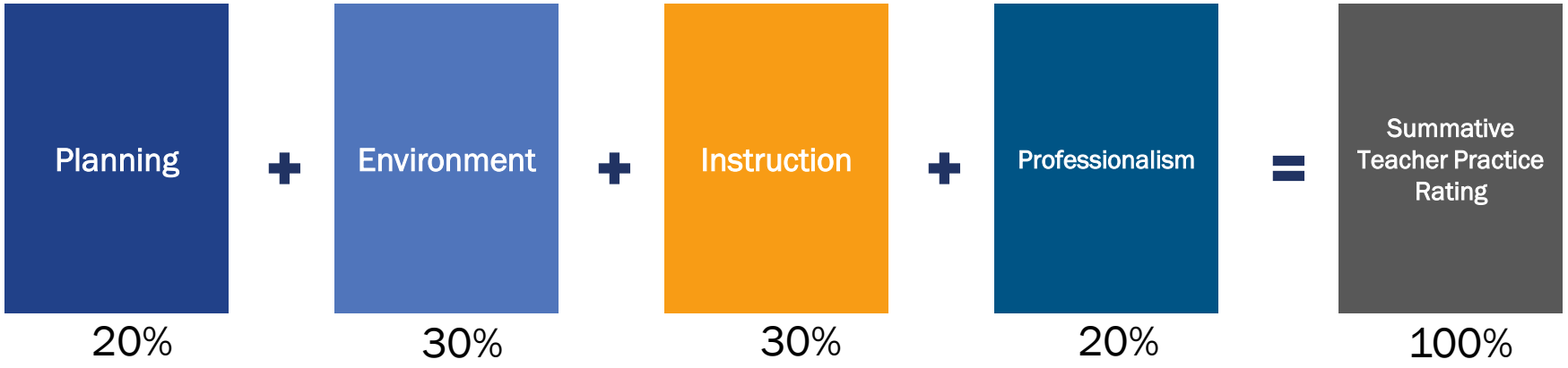
- Teacher practice is measured according to a district-chosen observation instrument, such as Danielson, Marzano, McREL, etc… (see here for complete list).

- **Local school districts have discretion on how to combine observation data and evidence about a teacher's practice** collected throughout the year into a final teacher practice rating on a 1 – 4 scale.

- The example that follows show how the different components of the teacher practice instrument might be calculated. ***This is an example, not a recommendation, as districts have discretion in determining these calculations.*** Please consult your District Evaluation Advisory Committee (DEAC) to inquire how this is being done locally.

Teacher Practice: Weighting of Domains and Components

Across different elements of each instrument, some districts have identified certain components, standards, or domains that they would like to weight more heavily. Below is an example of how a district might weight different components:



Example (domain score multiplied by the weight):

(3.25 x 0.20)	+	(4.0 x 0.30)	+	(3.00 x 0.30)	+	(2.00 x 0.20)	=	3.15

Student Growth Objective (SGO) Scoring

SGO scoring can be approached in several ways. The specific approach must be determined at the local level (district or school), and will depend on the approach the individual teacher is taking, the subject that is being taught, and the quality of the assessment being used.

In scoring an SGO, the 1 – 4 rating should be based on how many students included in the SGO met their goal. An example of this is shown below:

Class Size	Objective Attainment Based on Number of Students Achieving Target/Growth Score			
	4	3	2	1
30 students	90% (27 students) or more met goal	80% (24 students) or more met goal	70% (21 students) or more met goal	Less than 70% (20 or fewer) met goal

SGO Scoring

When teachers have 2 SGO scores, these can be averaged to reach a summative SGO rating, ***in this case, the teacher would receive a 2.5***

Example:

Measuring Progress	Objective Attainment Based on # of Students Achieving Target/Growth Score			
	4	3	2	1
	*90% or more students met goal	*80% or more students met goal	*70% or more students met the goal	*Less than 70% of students met goal

Measuring Progress	Objective Attainment Based on # of Students Achieving Target/Growth Score			
	4	3	2	1
	*90% or more students met goal	*80% or more students met goal	*70% or more students met the goal	*Less than 70% of students met goal

**These numbers will be determined by teacher and principal based on knowledge of students to create a rigorous and attainable goal.*

Tiered General SGO: Physics 1

For some teachers, tiering student goals based off of preparedness levels might be the best way to structure an SGO. In this example, in order to reach a final score, the evaluator can take a straight (or weighted) average of the student results in each group.

Goal	75% students will meet their designated target scores on the Physics 1 post-assessment

Preparedness Group	Number of Students in Each Group	Target Score on Post-Assessment (%)
Low	36/65	70
Medium	21/65	80
High	8/65	90

Scoring a Tiered SGO

The table below shows the results of the tiered SGO from the previous page. This shows how to calculate a weighted score that will fairly represent the learning in groups of different sizes. More detailed information on scoring can be found in the SGO Guidebook (pg. 21).

Results of SGO

Prepared-ness Group	Number of Students in Group	Weight (Number of students in group/total students)	Number of Students Reaching Target Score	Objective Attainment Level	Weighted Score
Low	36/65	0.56	27	3	0.56x3 = 2.24
Medium	21/65	0.32	18	4	0.32x4 = 0.96
High	8/65	0.12	4	2	0.12x2 = 0.24
				Total SGO Score	3.25

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.

Example: If a teacher earns an mSGP of 59, he/she will receive a rating of 3.2, as shown below.

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

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 a teacher'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 a teacher'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

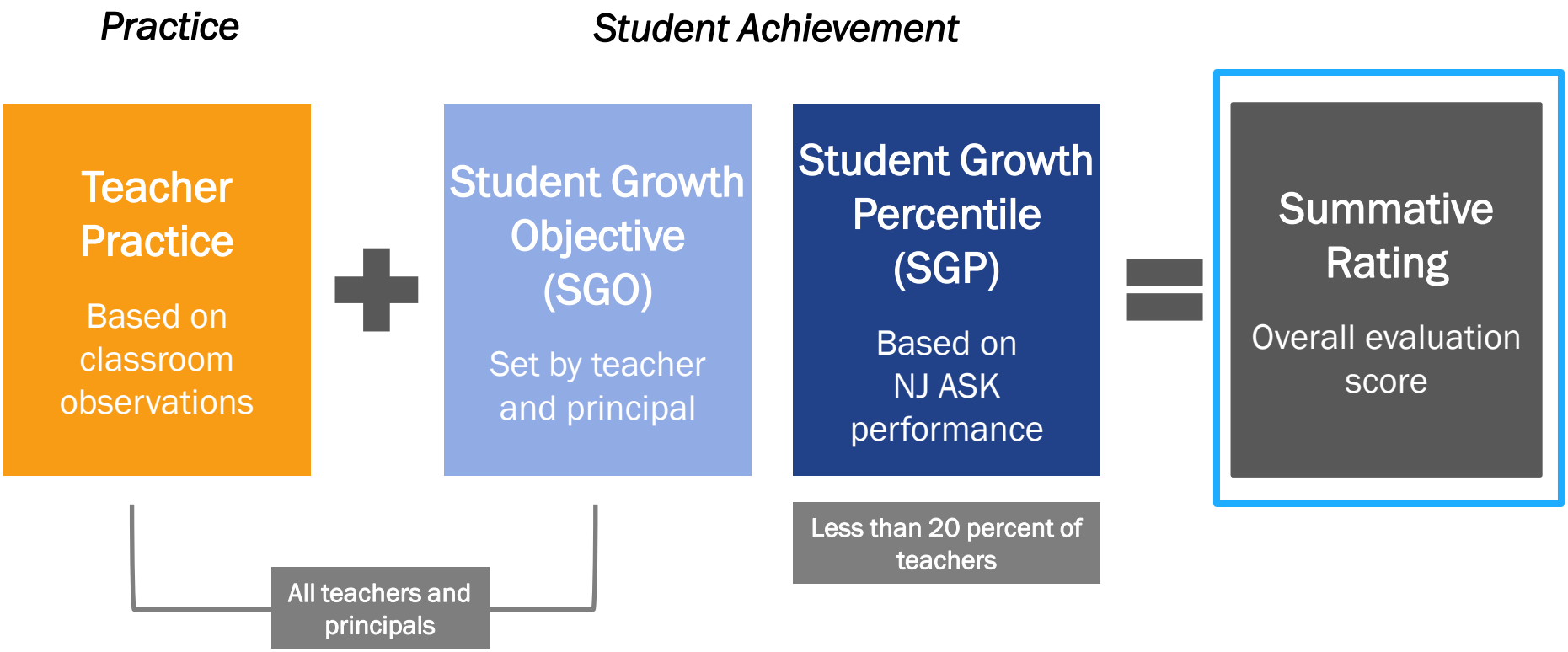
mSGP Score	Evaluation Rating
65	3.5
66	3.5
67	3.5
68	3.6
69	3.6
70	3.6
71	3.7
72	3.7
73	3.7
74	3.8
75	3.8
76	3.8
77	3.9
78	3.9
79	3.9
80 - 99	4.0

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

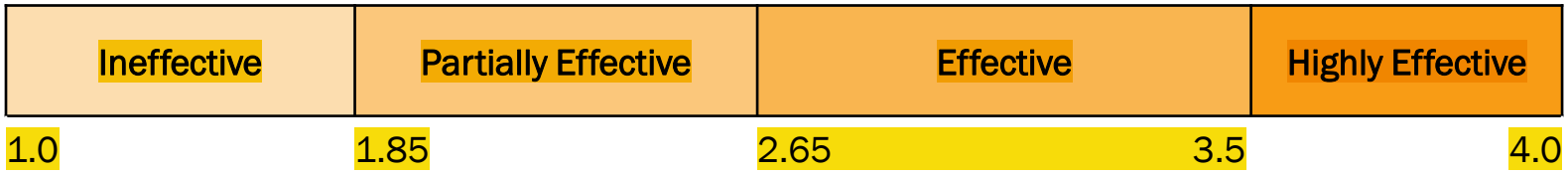
This section describes scoring for the final summative rating.



Summary of Standard Setting Process

Setting Performance Levels

- Approximately 90 educators worked for three days analyzing data and making contributions to the summative rating scales.
  - Performance Level Descriptor (PLD) meeting: 1 day, 70 educators
  - Summative Scale Setting Meeting: 2 days, 20 educators (both days)
- Educators examined anonymous teacher portfolios developed based on data from pilot districts.
- The educators recommended the scale below, which the Department has adopted in full:

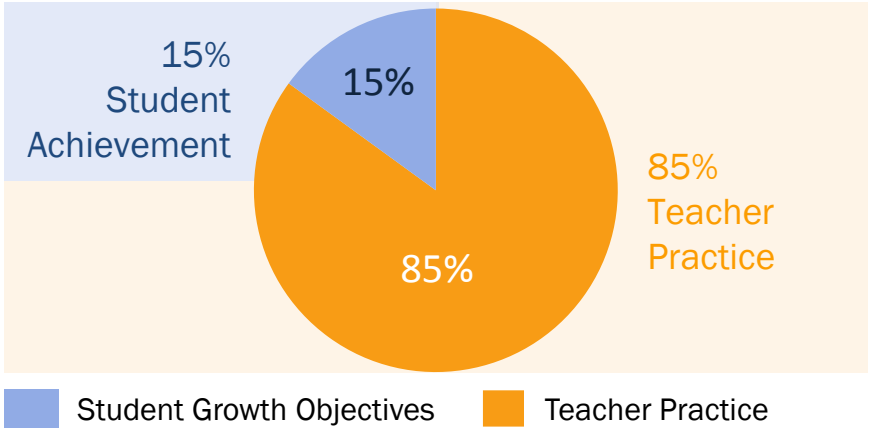


Component Weighting for Non - SGP Teachers

- For teachers who do not receive an SGP score, the scoring breakdown will be made up of an SGO rating and a teacher practice rating (see image).
- These ratings will each be calculated as individual components on a 1 - 4 scale at the district level and reported to the Department through NJ SMART.
- The following pages include examples of how a summative rating can be reached.

2013 – 2014 Weights: Non-Tested Grades and Subjects

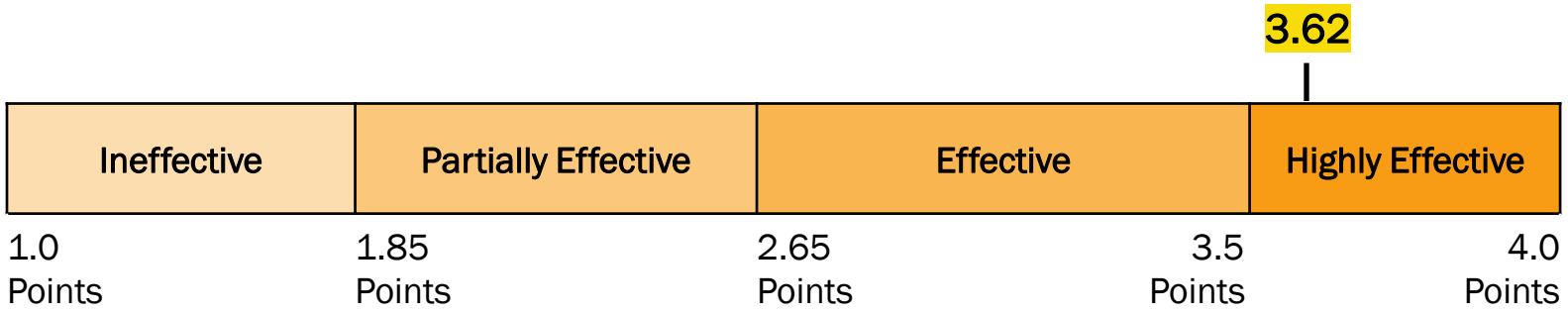
Teachers Outside of Grades 4-8, Language Arts Literacy and Mathematics



Summative Rating Example (Non – SGP Teacher)

Example 1: Highly Effective Teacher

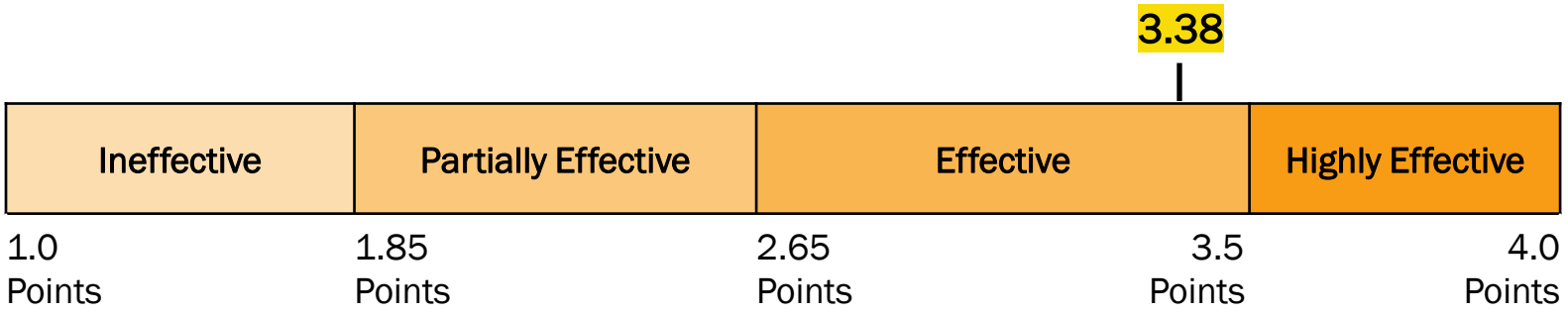
Component	Raw Score	Weight	Weighted Score
Teacher Practice	3.60	0.85	3.06
Student Growth Objective	3.75	0.15	0.56
Sum of the Weighted Scores			3.62



Summative Rating Example (Non – SGP Teacher)

Example 2: Effective Teacher

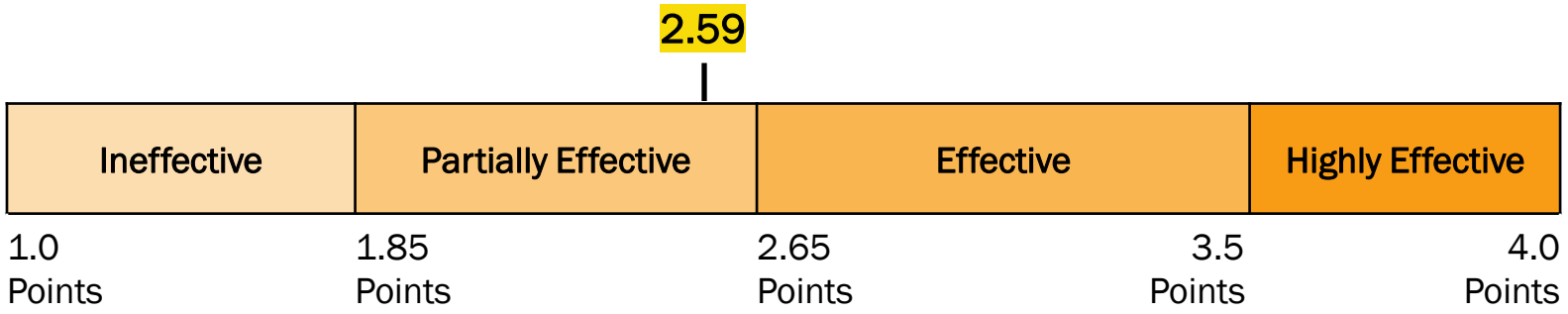
Component	Raw Score	Weight	Weighted Score
Teacher Practice	3.35	0.85	2.85
Student Growth Objective	3.50	0.15	0.53
Sum of the Weighted Scores			3.38



Summative Rating Example (Non – SGP Teacher)

Example 4: Partially Effective Teacher

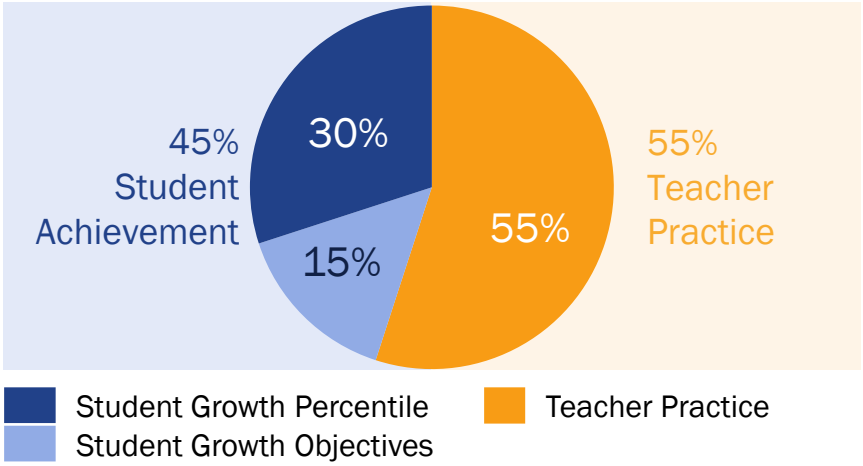
Component	Raw Score	Weight	Weighted Score
Teacher Practice	2.60	0.85	2.21
Student Growth Objective	2.50	0.15	0.38
Sum of the Weighted Scores			2.59



Component Weighting for SGP Teachers

- For teachers who receive an SGP score, the scoring breakdown will be made up of an SGO rating, an SGP rating, and a teacher practice rating (see image).
- The teacher practice and SGO ratings will be calculated as individual components on a 1 - 4 scale at the district level and reported to the Department through NJ SMART.
- The SGP rating will be calculated by the Department and shared with the district when it becomes available.
- The following pages include examples of how a summative rating will be reached.

2013– 2014 Weights

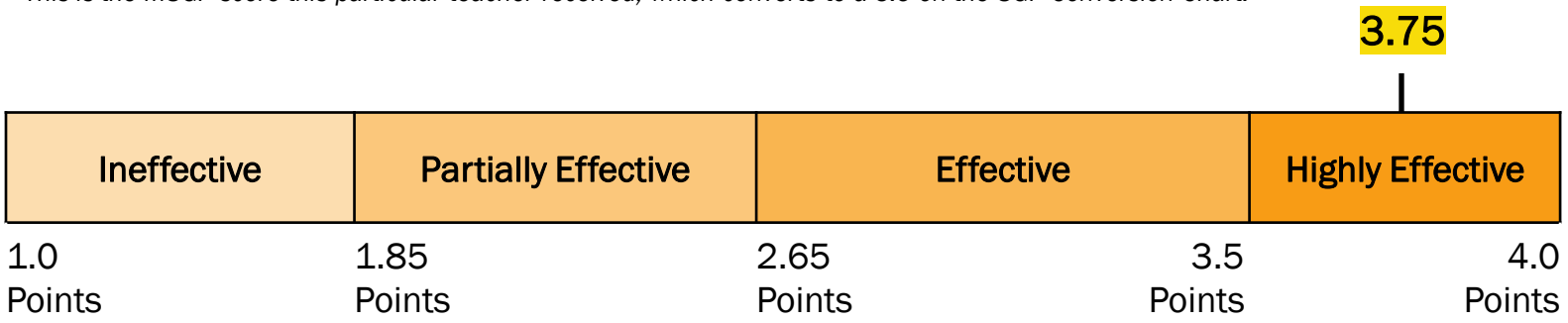


Summative Rating Example (SGP Teacher)

Example 1: Highly Effective Teacher

Component	Raw Score	Weight	Weighted Score
Teacher Practice	3.60	0.55	1.98
Student Growth Percentile *77	3.90	0.30	1.17
Student Growth Objective	4.00	0.15	0.60
Sum of the Weighted Scores			3.75

**This is the mSGP score this particular teacher received, which converts to a 3.9 on the SGP Conversion Chart.*

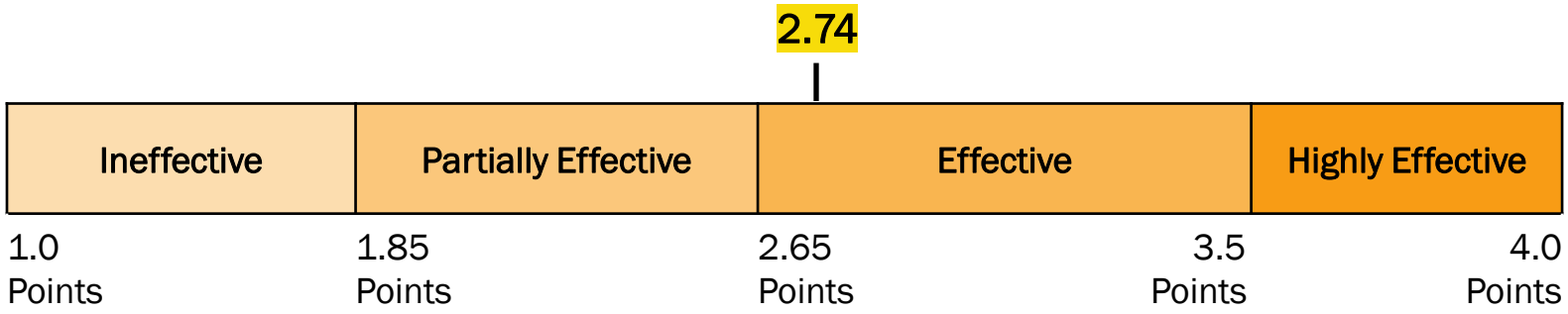


Summative Rating Example (SGP Teacher)

Example 3: Effective Teacher

Component	Raw Score	Weight	Weighted Score
Teacher Practice	2.60	0.55	1.43
Student Growth Percentile *48	3.00	0.30	0.90
Student Growth Objective	2.75	0.15	0.41
Sum of the Weighted Scores			2.74

**This mSGP score converts to a 3.0 on the SGP Conversion Chart.*

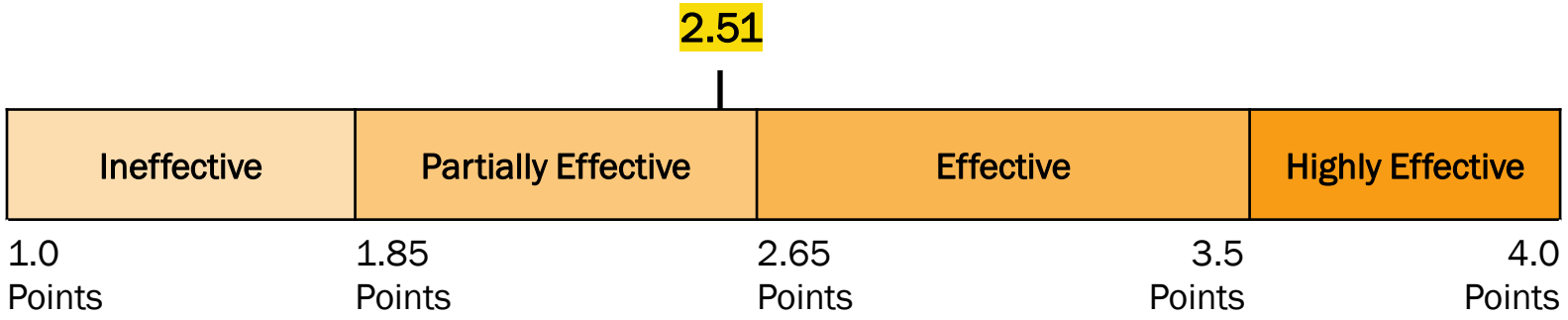


Summative Rating Example (SGP Teacher)

Example 4: Partially Effective Teacher

Component	Raw Score	Weight	Weighted Score
Teacher Practice	2.50	0.55	1.38
Student Growth Percentile *34	2.40	0.30	0.72
Student Growth Objective	2.75	0.15	0.41
Sum of the Weighted Scores			2.51

**This mSGP score converts to a 2.40 on the SGP Conversion Chart.*



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