FY18 Evaluation Overview

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FY18 Final Teacher Evaluation Rating Components and Weights

(IP) Instructional Practice Rating -   57%

(SP) Student Performance Rating -   33%

(PG) Professional Growth Rating -   10%

FINAL EVALUATION RATING - 100%

FY18 Final Teacher Evaluation Rating Components

- **(IP) Instructional Practice – 57%**
  - Based on the Palm Beach Model of Instruction
  - Domain 1: Design Questions 2, 3 or 4
    - Category 1A: 15 data marks
    - Category 1B & 2:   10 data marks

- **(SPR) Student Performance Rating – 33%**
  - Survey 2/3 student match except semester long acceleration courses
  - Teachers must have 10 students with both pre and post-test scores
  - State ELA and Math models will use the percent of students meeting expected score, the models use the local cohort models.

- **(PG) Professional Growth – 10%**
  - Deliberate Practice - Professional Growth Plan

Highly Effective (4)	Effective (3)	Needs Improvement / Developing * (2)	Unsatisfactory (1)
Grows 2 Levels Or Rated Innovating	Grows 1 Level	No Growth	Element Not Rated During Any Observation

FY18 Student Performance Rating Models

GRADE / COURSE	PRE-ASSESSMENT	POST-ASSESSMENT
Kindergarten	i-Ready Diagnostic ELA and/or Math (*First Administration*)	i-Ready Diagnostic ELA and/or Math (*Third Administration*)
Grade 1	i-Ready Diagnostic ELA and/or Math (*First Administration*)	i-Ready Diagnostic ELA and/or Math (*Third Administration*)
Grade 2	i-Ready Diagnostic ELA and/or Math (*First Administration*)	i-Ready Diagnostic ELA and/or Math (*Third Administration*)
Grade 3	i-Ready Diagnostic ELA and/or Math (*First Administration*)	FSA ELA and/or Math Assessment
Grade 5 & 8 Science	Prior FSA ELA Assessment	State Science Assessment
Civics	Prior FSA ELA Assessment	Civics EOC Exam
Geometry	Prior EOC Math Assessment	Geometry EOC Exam
Algebra 1	Prior EOC Math Assessment	Algebra 1 EOC Exam
Biology	Prior FSA Reading Assessment	Biology EOC Exam
US History	Prior FSA Reading Assessment	US History EOC Exam
AP, AICE, IB Courses	Aligned Prior FSA Assessment	AP, AICE, or IB Exam
Grades 4-10 Other	Expected Score Based on State VAM Model	Non-FSA VAM
Grades 11-12 Reading	Prior ELA Assessment	Students meeting the Graduation Requirement (*FCAT, FSA, ACT, SAT*)
Grade 11 ELA and Math	Grade 10 FSA ELA Assessment	Combined SAT Score
School/District Score	Prior FSA Assessment	School/District FSA Performance
Grades 4-10 ELA	FSA Expected Score Based on State VAM Model	FSA ELA Assessments
Grades 4-8 Math	FSA Expected Score Based on State VAM Model	FSA Math Assessments
Grades 8 & 9 Algebra 1	FSA Expected Score Based on State VAM Model	Algebra 1 EOC Exam

Value Added Model

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FDOE Value-added Model (VAM)

- Contribution to a change in a student's achievement on standardized test

- Calculated from a statistical measure of student learning growth

$$y_{ti} = \mathbf{X}_i\boldsymbol{\beta} + \sum_{r=1}^{L} y_{t-r,i}\gamma_{t-r} + \sum_{q=1}^{Q} \mathbf{Z}_{qi}\boldsymbol{\theta}_q + e_i$$

What is the VAM Score?

The difference between

Current score and

Expected score
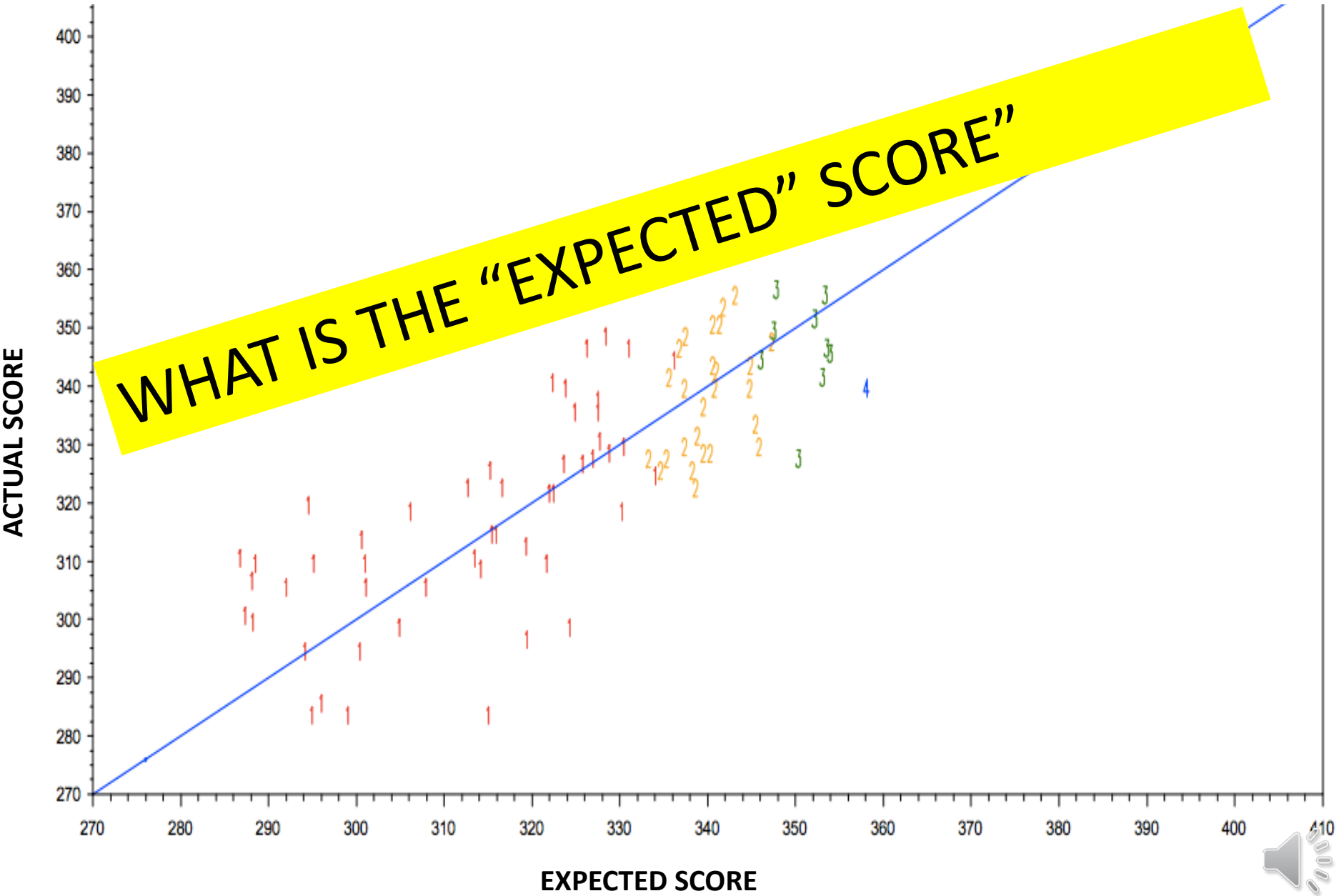
What is the *Expected* Score?

FLDOE Value-Added Model
Variables determining expected score

- **One to Two years of prior scores**
- Gifted status
- Class size
- Student Attendance (Days)
- Mobility (number of transitions)
- Difference from modal age in grade (indicator of retention)
- Number of subject-relevant courses enrolled
- Homogeneity of entering test scores in the class
- Students with Disabilities (SWD) status
- English Language Learner (LY) status

Local Cohort Models

AVERAGE LEVEL OF STUDENTS

STU	Teacher 1	Teacher 2	Teacher 3	Teacher 4
1	1	2	3	5
2	2	2	3	5
3	2	2	3	5
4	1	1	2	3
5	1	2	3	5
6	2	2	3	3
7	1	2	3	5
8	2	2	3	5
9	2	2	4	3
10	2	2	3	5
11	1	3	5	4
12	1	3	5	4
13	1	2	3	4
14	1	3	5	5
15	2	2	3	5
16	2	1	2	4
18	1	1	2	3
18	2	2	3	5
19	2	2	3	5
20	1	2	3	5
Avg.	1.50	2.00	3.24	4.53

Achievement Levels

General Cohort Model

	Teacher **Cohorts*** based on Average Pre-Test Performance			
	Low	**Low-Moderate**	**High-Moderate**	**High**
Teacher Rank based on Average Current Performance**	84%+	84%+	84%+	84%+
	17-84%	17-84%	17-84%	17-84%
	7-17%	7-17%	7-17%	7-17%
	0-7%	0-7%	0-7%	0-7%

*Acceleration Model only uses 3 cohorts and ranks based on the difference between teacher district passing rate.

** K-2 iReady Model ranks based on student growth.

Teachers with Multiple Models Combined Ratings

Student Performance Score Rating - Combination Models

	Rating 1	Rating 2	Rating 3	Average	Final Rating
Teacher 1	Effective (3)	Effective (3)	Unsatisfactory (1)	7/3 = 2.3	*Needs Improvement*
Teacher 3	Highly Effective (4)	Effective (3)		7/2 = 3.5	*Highly Effective*

Student Performance Score Combination Ratings	Average
Highly Effective (4)	3.5 – 4.0
Effective (3)	2.5 - 3.4
Needs Improvement/Dev (2)	1.5 - 2.4
Unsatisfactory (1)	1.0 -1.4

FY 18 Evaluation Rating Possibilities

HE	E	NI	U
3.2-4.0	2.1-3.1	1.2-2.0	1.0-1.1

Inst. Practice (57%)	Student Performance (33%)	Deliberate Practice (10%)	Overall Score
4	4	4	4.0
4	4	3	3.9
4	4	2	3.8
4	4	1	3.7
4	3	4	3.7
4	3	3	3.6
4	3	2	3.5
4	3	1	3.4
4	2	4	3.3
4	2	3	3.2
4	2	2	3.1
4	2	1	3.0
4	1	4	3.0
4	1	3	2.9
4	1	2	2.8
4	1	1	2.7
3	4	4	3.4
3	4	3	3.3
3	4	2	3.2
3	4	1	3.1
3	3	4	3.1
3	3	3	3.0
3	3	2	2.9
3	3	1	2.8
3	2	4	2.8
3	2	3	2.7
3	2	2	2.6
3	2	1	2.5
3	1	4	2.4
3	1	3	2.3
3	1	2	2.2
3	1	1	2.1

Inst. Practice (57%)	Student Performance (33%)	Deliberate Practice (10%)	Overall Score
2	4	4	2.9
2	4	3	2.8
2	4	2	2.7
2	4	1	2.6
2	3	4	2.5
2	3	3	2.4
2	3	2	2.3
2	3	1	2.2
2	2	4	2.2
2	2	3	2.1
2	2	2	2.0
2	2	1	1.9
2	1	4	1.9
2	1	3	1.8
2	1	2	1.7
2	1	1	1.6
1	4	4	2.3
1	4	3	2.2
1	4	2	2.1
1	4	1	2.0
1	3	4	2.0
1	3	3	1.9
1	3	2	1.8
1	3	1	1.7
1	2	4	1.6
1	2	3	1.5
1	2	2	1.4
1	2	1	1.3
1	1	4	1.3
1	1	3	1.2
1	1	2	1.1
1	1	1	1.0

Teacher Reports

Teacher reports available in PeopleSoft for Teachers to access directly. Reports provided are:

- Teacher Evaluation Letter will be posted on PeopleSoft along with rosters for each applicable model.

- Rosters include teacher cohort, rank, and average score as well as a list of students included in their evaluation.

- For the FSA based models, scatter plots depicting student actual vs expected performance will also be provided.

- These documents will also be posted to the Principals Resource Center as in prior years.

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FY18 Teacher Evaluation Data
Teacher Evaluation Summary and Student Performance Score Report

Teacher: [REDACTED]   Employee ID: [REDACTED]

Primary Assignment in FY2018: [REDACTED]   Classification: [REDACTED]

Final Evaluation Rating: Highly Effective

This teacher's Instructional Practice Rating was combined with the teacher's Student Performance Rating and Professional Growth Ratings to produce a final evaluation rating of **Highly Effective.** The formula approved by the District and the Joint Evaluation Negotiations Committee (JENC) specified that 57% of the final evaluation rating was from the Instructional Practice Rating, 33% was from the Student Performance Rating, and 10% was from Professional Growth. To view the final evaluation rating scale, please refer to the JENC Newsletter at:

http://l.sdpbc.net/fmwep

Instructional Practice Rating: Highly Effective

Based on administrator observations of classroom instructional practices, this teacher received an **Instructional Practice rating of Highly Effective.**

Professional Growth Rating: Highly Effective

Based on completion of the Professional Growth Plan (PGP) in iObservation, this teacher received a **Professional Growth rating of Highly Effective**

Student Performance Rating: Effective

The Student Performance Rating was computed for teachers using student performance data from local, state, and national assessments depending on grade and subject taught. The Student Performance Rating for Grades 4-10 Language Arts, 3-8 Mathematics, and 8-9 Algebra continues to be determined by FDOE using the State Value Added Model (VAM). The Student Performance Rating for remaining teachers are based on District developed models that compare teacher impact to other teachers with similar students, based on prior achievement. The Student Performance Ratings for teachers who fall under multiple models are the average ratings of all applicable models.

For information on FY18 Student Performance Models see: http://growth.palmbeachschools.org/

Based on the available data, this teacher received a final **Student Performance Rating of Effective.**
The following data were used to determine this rating:

Model(s)	Count of Students	Teacher Score	Model Rating	Final Student Performance Rating
Biology Biology	142	36.2	3-EFFECT	Effective
NONFSA ELA	88	44.5	3-EFFECT	

For further questions and details on your evaluation please submit a question through this link:

Submit Your Teacher Evaluation Question

Top-perfor

Cohort Model Teacher Roster Example

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Student Roster for:
Model: Science Model
School:
Teacher Cohort Based On Average Student Prior Performance: Moderate-High
Average Student Current Performance: 214.3
Teacher Rank: 89.68
Model Rating: 4-Highly Effective
```

Student ID	Last Name	First Name	Pre Scale Score	Pre Achievement Level	Post Scale Score	Post Achievement Level
302			2		180	1
311			3		191	2
303			2		198	2
321			3		198	2
320			3		199	2
324			3		200	3
315			3		201	3
320			3		203	3
316			3		204	3
329			4		204	3
335			4		204	3
322			3		205	3

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RESOURCES AND SUPPORT

FDOE Performance Evaluation

http://www.fldoe.org/teaching/performance-evaluation/

FDOE Student Growth

http://www.fldoe.org/teaching/performance-evaluation/student-growth.stml

Professional Development – Teacher Evaluation

https://www.palmbeachschools.org/staffdev/teacherevaluation/

Deliberate Practice

https://www.palmbeachschools.org/staffdev/deliberatepractice/

JENC Newsletter

https://www.palmbeachschools.org/staffdev/jenc/

Research & Evaluation – Student Performance Resources

https://growth.palmbeachschools.org/