

Using Student Growth Percentiles in Educator Evaluations



**OREGON DEPARTMENT OF EDUCATION
EDUCATOR EFFECTIVENESS**

**SUMMER ASSESSMENT INSTITUTE
2015**

Outcomes for Today



- Common understanding of SLG goal requirements for 2015-16
- Explain the role of Student Growth Percentiles (SGPs) in relation to Category 1 Assessments
- Answer questions

SLG Requirements for 2015-16

REQUIRED

- 8 components including **Rationale**
- Minimum of 2 SLG goals **each year**
- *Statewide assessments (Category 1) required for teachers and principals in tested grades and subjects
- Oregon Matrix used for summative evaluation

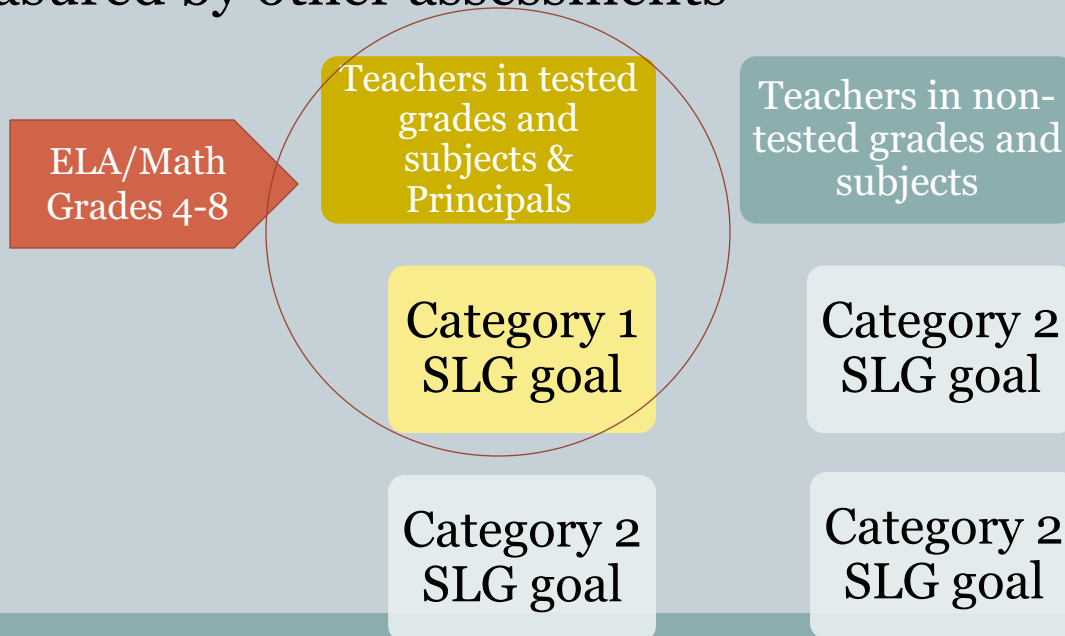
*Pending review of HB 2680

RECOMMENDED

- Content is focused, not everything that is taught
- Context can help ascertain instructional needs
- Tier goals/targets where appropriate
- Include the support needed to attain the goal

ESEA Waiver Requirement

- Teachers in tested grades and subjects (Grades 4-8 ELA/Math) and principals must use state assessments as one measure of student learning and growth (SLG) in their evaluation
- Oregon educators set two SLG goals annually; Category 1 goals are measured by state assessment; Category 2 goals are measured by other assessments



ESEA Waiver Update



- Oregon's waiver approved for 3 years with conditions removed
- **For evaluation purposes** statewide assessments will only be used as a measure of SLG goal attainment for those grades that have baseline data
 - Tested grades and subjects are now ELA and Math 4-8

Two Options Using SGPs



- ODE co-developed with the OEA, Chalkboard, and COSA two options that meet USED's waiver requirements. Districts will choose one.
- In both options, districts will use median **Student Growth Percentiles (SGPs)** based on the Oregon Growth Model
 - SGPs measure growth for an individual student
 - The median SGP represents the exact middle of students' SGP scores

***Both options apply only to grade 4-8 ELA and math teachers and principals**

Questions?



Student Growth Percentiles (SGPs)

**Normative growth
measure**

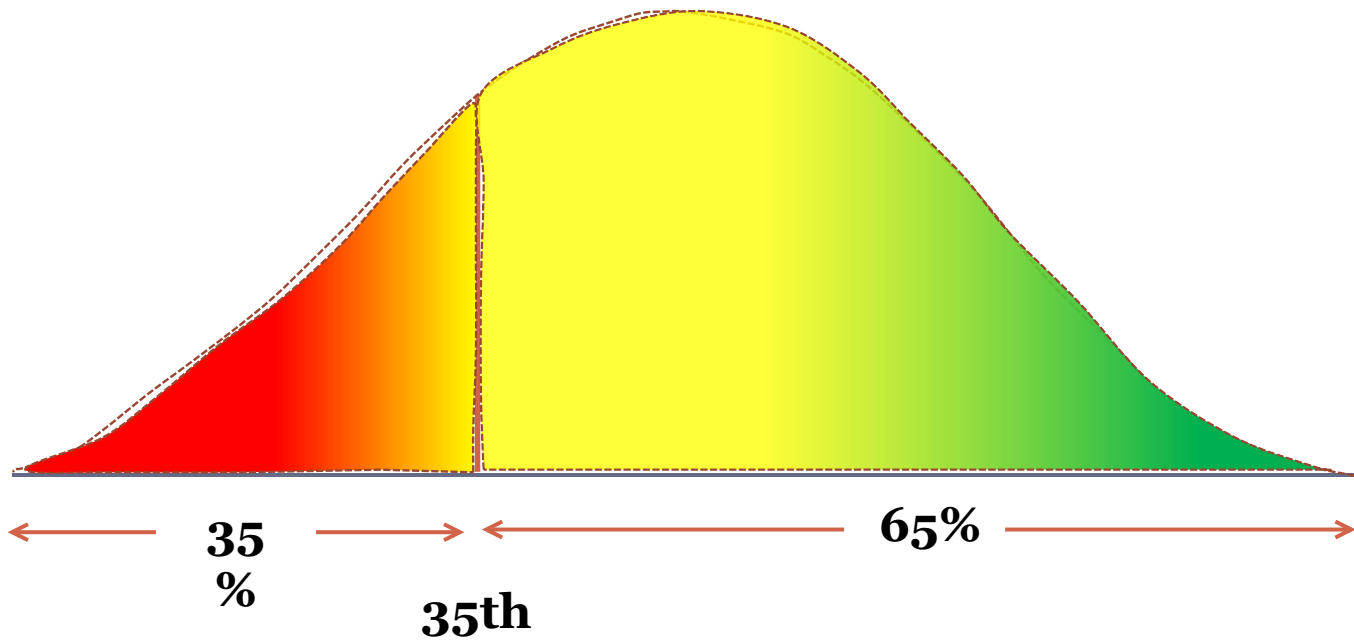
**One year of
growth**

**Growth is relative to
students with a similar
score history**

What do we mean by normative growth?



Percentiles



Anthony

3rd Grade

2262

Level 1



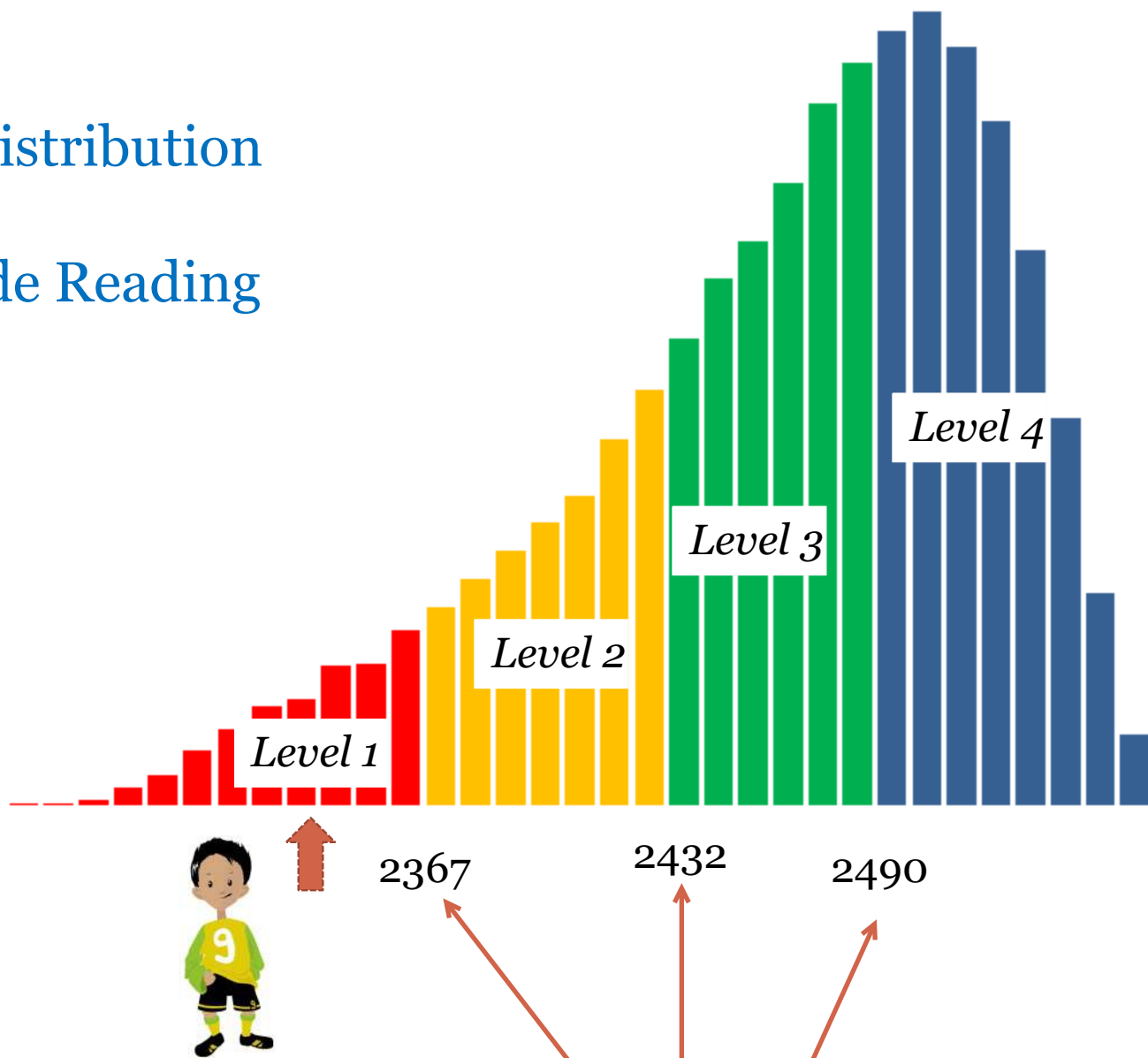
4th Grade

2398

Level 2

Oregon Score Distribution

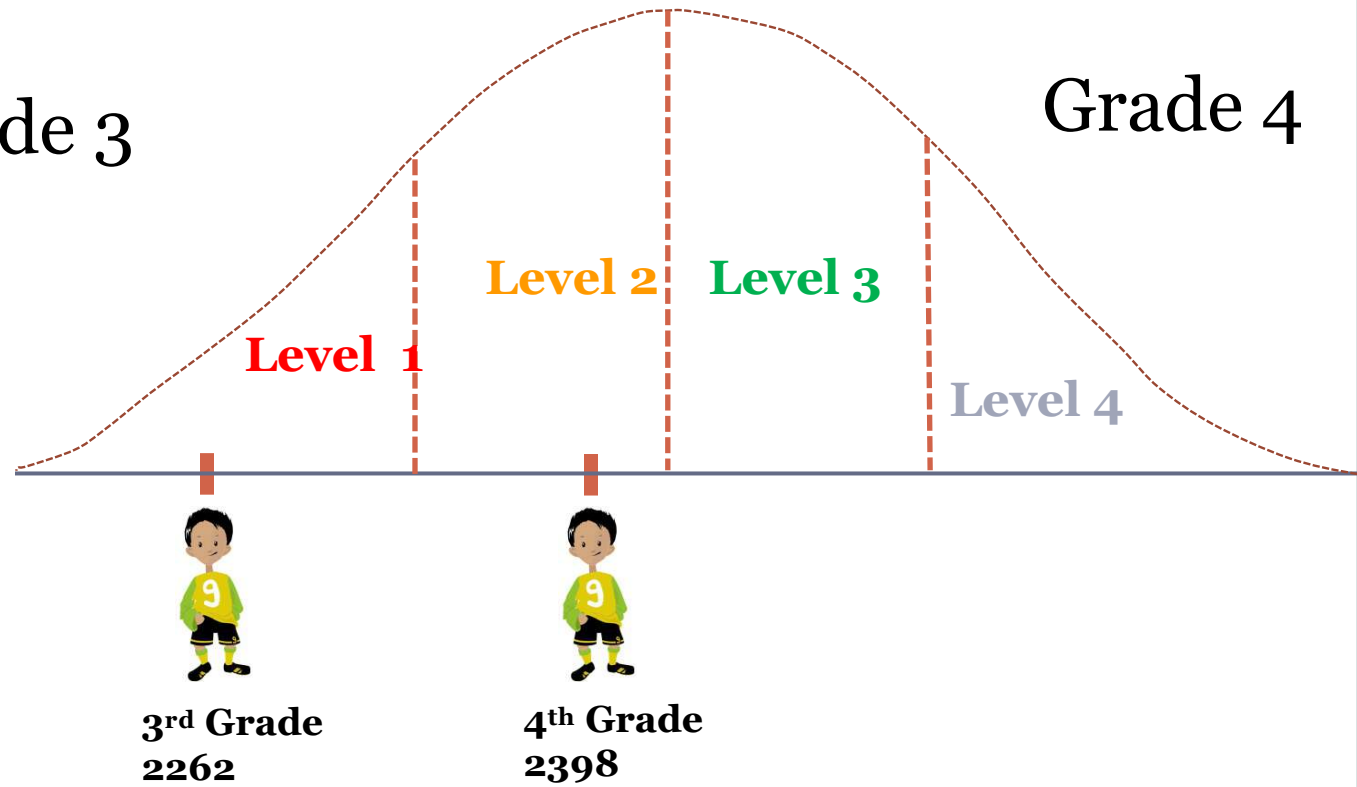
3rd Grade Reading



ELA/Literacy Scale Score Thresholds

Grade 3

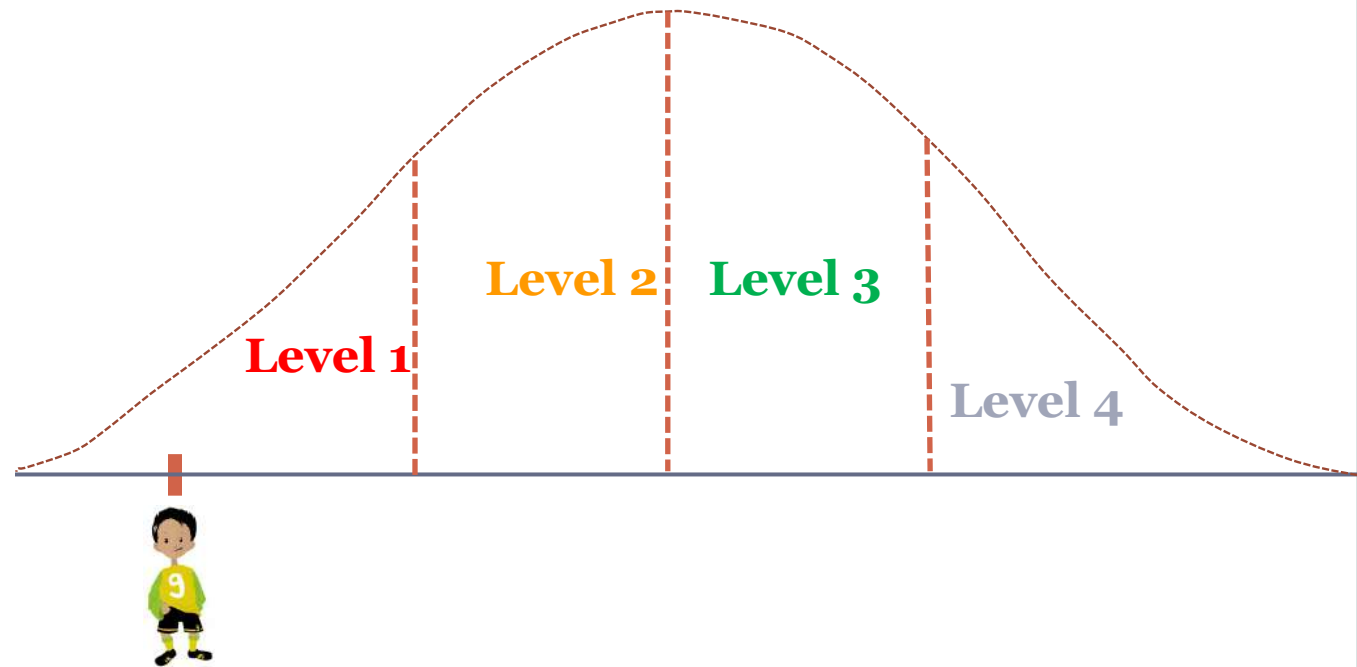
Grade 4




$$\begin{array}{r} 2398 \\ - 2262 \\ \hline \end{array}$$

136 points

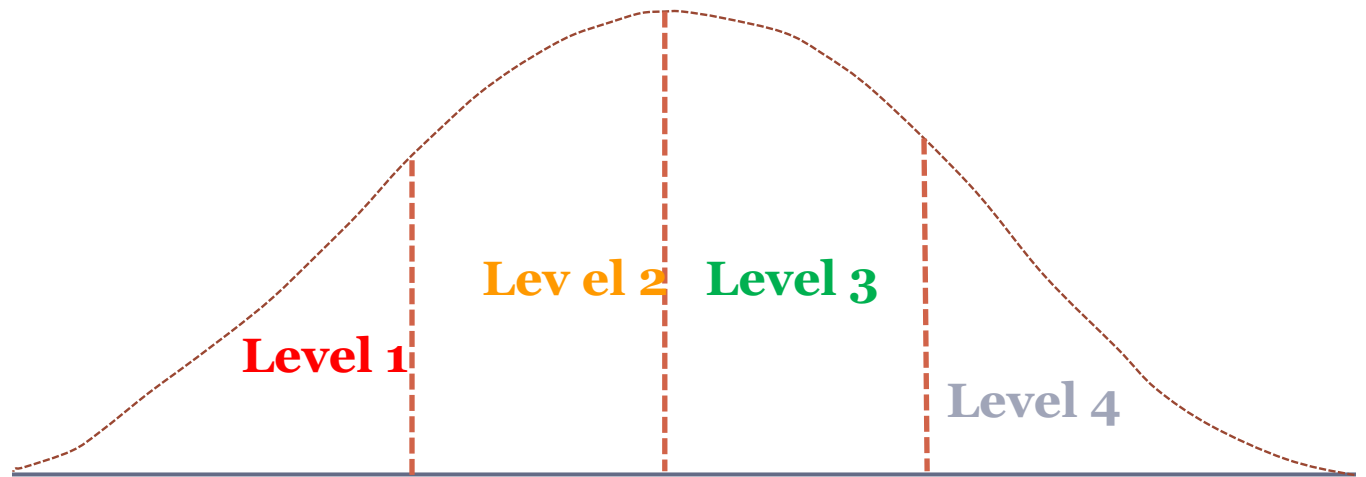
Anthony's Comparison Group



**All 3rd grade test takers in
Oregon**

**...with Anthony's Prior
Score ~2262**

Anthony →



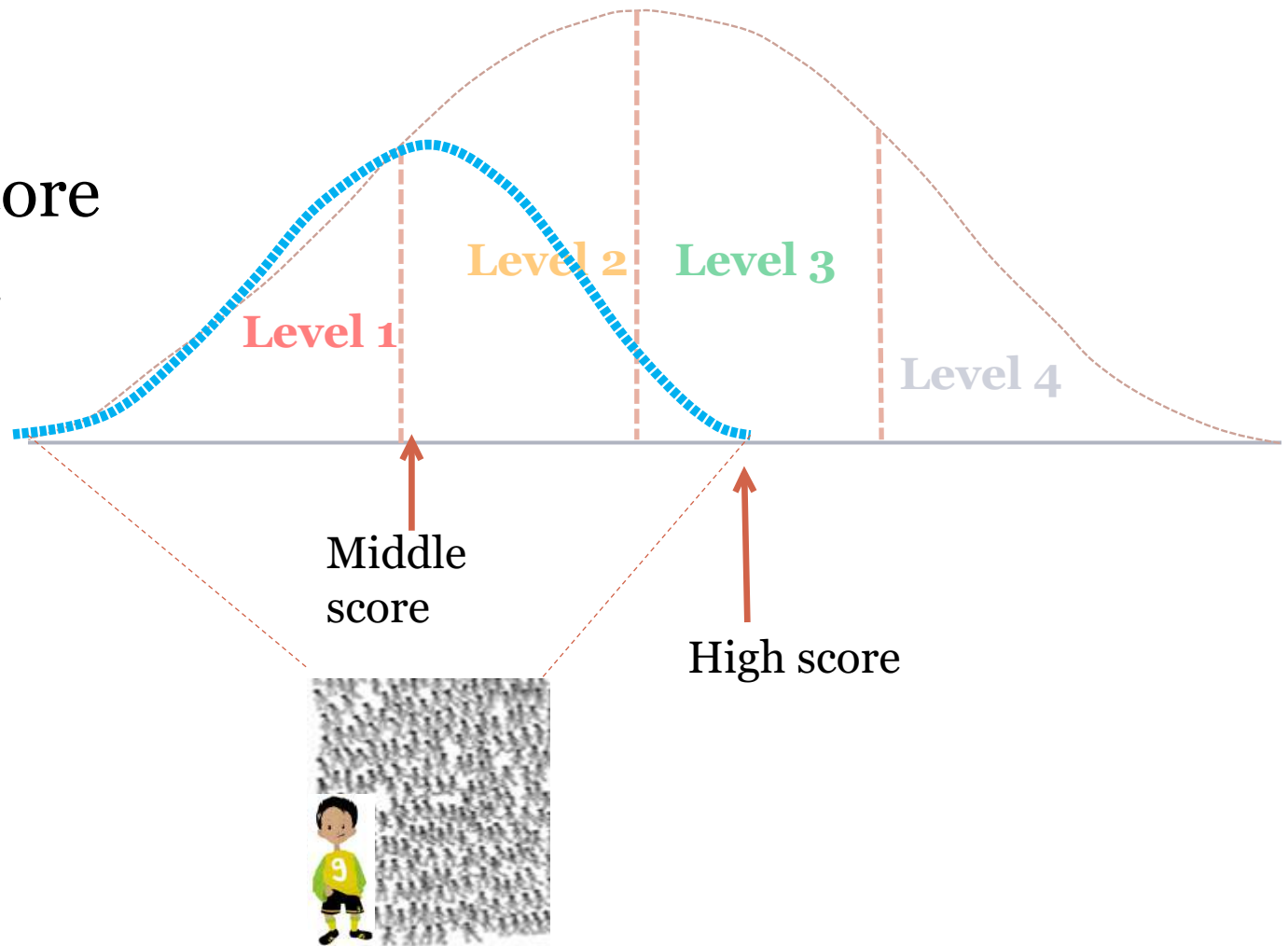
Anthony's Comparison Group



Anthony's prior
score ~2262

Anthony →

4th Grade Score Distribution

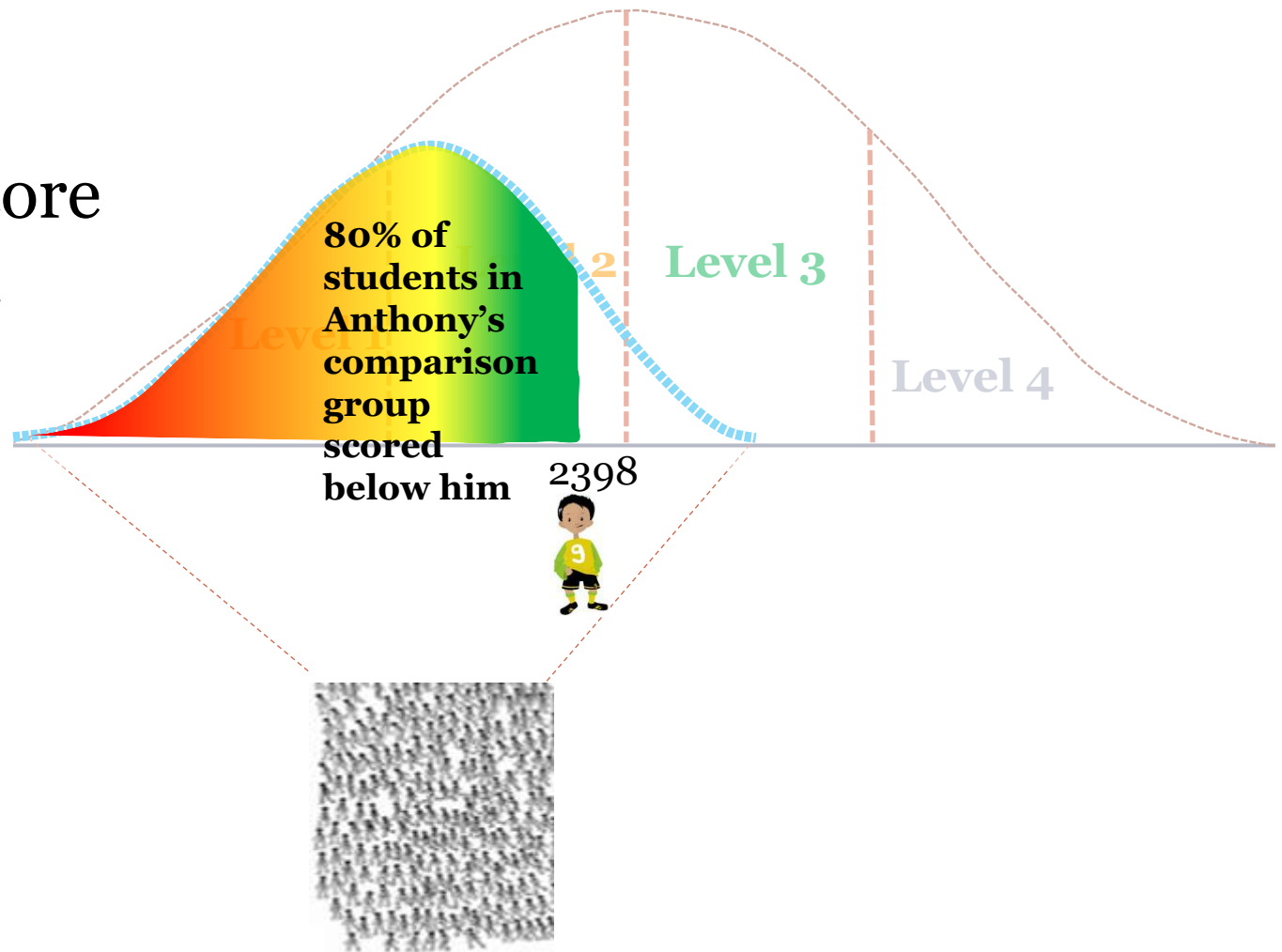


Anthony's Comparison Group



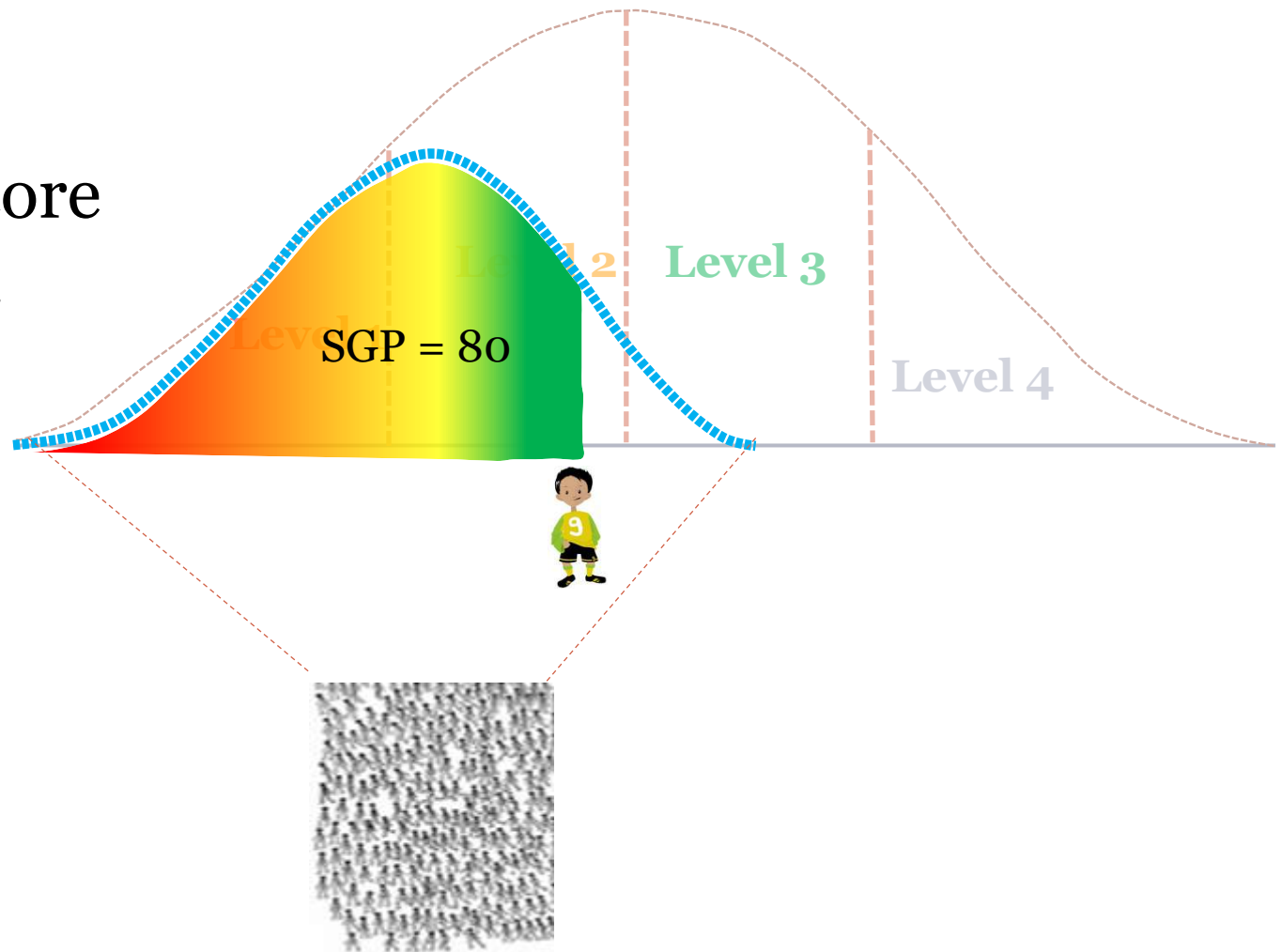
Anthony's prior
score ~2262

4th Grade Score Distribution



Anthony's Comparison Group ✓

4th Grade Score Distribution



Anthony's Comparison Group 

Processing Time



- With the colleagues at your table:
 - Talk about what you've heard so far
 - Identify a question your group still has about SGPs

(Up Next: Determining Median SGPs)



Median Student Growth Percentiles



Students in Mr. Waters' class

<u>Student</u>	<u>SGP</u>
Sheryl	3
Hector	22
Robert	36
Miranda	38
Tre	51
Anna	54
Eric	71
Anthony	80
Amina	93



Making a Determination of Student Growth

The Median Student Growth Percentile (SGP) determines the educator's **Category 1 SLG Rating**

	Much Less than Typical	Less than Typical	Typical	More than Typical
Category 1 Rating	1	2	3	4
Median SGP	1 to 34 percentile	35 to 49 percentile	50 to 64 percentile	65 to 99 percentile
Interpretation	Majority of your students have “low” growth	Majority of your students have below “average” growth	Majority of your students have “above average” growth	Majority of your students have “high” growth

X-Axis = SLG Rating



- SLG performance level based on two goals
- Two-year cycle select two of four goals
- Score SLG goals
- Get a rating between 1 and 4;
- Use X-Axis thresholds to determine SLG level:
 - 4 = both goals 4s
 - 3 = both goals 3s; one goal 3 & one goal 4; one goal 2 & one 4
 - 2 = both goals 2s; one goal 2 & one 3; one goal 1 & one 3; one goal 4 & one 1
 - 1 = both goals 1s; one goal 1 & one 2

Mr. Waters

- SGP was rated 3
- Second SLG was rated 3
- X-Axis Rating = Level 3 SLG Rating

Mr. Waters: Y-axis = 3 & X-axis = 2

Y-Axis: PP / PR		LEVEL 4	LEVEL 3	LEVEL 2	LEVEL 1	*Inquiry Process
		Collegial <i>*SLG Inquiry</i> 3	Facilitative or Collegial <i>* SLG Inquiry</i> 3 or 4	Facilitative 4	Facilitative 4	LEVEL 1
		Collegial or Consulting <i>*SLG Inquiry</i> 2 or 3	Collegial 3	Collegial 3	Collegial 3	LEVEL 2
		Consulting 2	Consulting 2	Consulting 2	Collegial or Consulting <i>* PP/PR Inquiry</i> 2 or 3	LEVEL 3
		Directed 1	Directed 1	Consulting or Directed <i>* PP/PR Inquiry</i> 1 or 2	Consulting <i>* PP/PR Inquiry</i> 2	LEVEL 4
		X-Axis: SLG				

Two Options; Districts Choose



Option A: State Assigned SGPs

- This option does ***not*** require educators to set a Category 1 SLG goal
- Student Growth Percentiles (SGPs) are used exclusively to determine the *Category 1 SLG rating*

Option B: Verify SLG Goal

- This option requires educators to set Category 1 SLG goals using Smarter Balanced and rate their goals using the SLG scoring rubric
- The SLG goal rating is compared with the educator's median SGP rating to determine the *Category 1 SLG rating*

What can districts do to prepare?

A decorative graphic consisting of a white circle with a teal outline, positioned centrally below the title and above the list.

- Study options with collaborative team and develop district policies related to SGPs
- Create rosters this fall to verify in the spring
- Practice calculating Median SGPs using growth data from ODE

Remaining questions?



Feedback Please!



- On an index card:
 - Do you have any feedback that could improve this presentation?

ODE Contacts



Educator Effectiveness Team:

- Tanya Frisendahl tanya.frisendahl@state.or.us
- Sarah Martin sarah.martin@state.or.us
- Sarah Phillips sarah.phillips@state.or.us
- Brian Putnam brian.putnam@state.or.us