'The Set': How did DE's Roster Verification System Impact Teacher Ratings in 2013?

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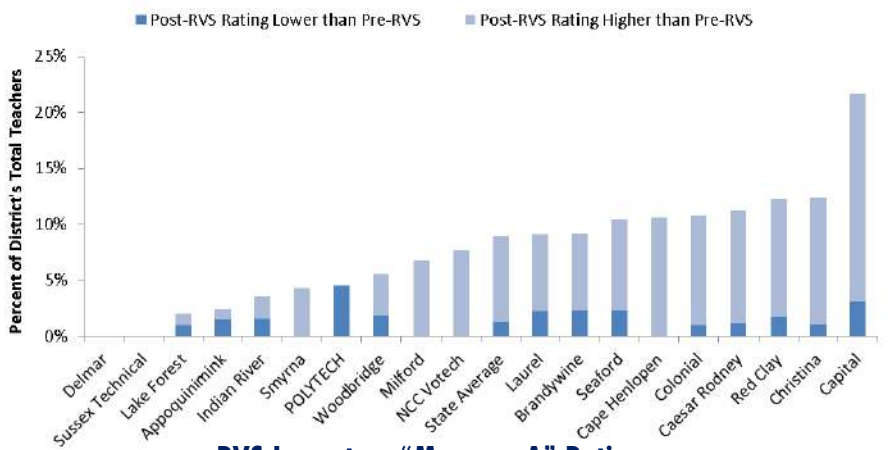
Last year, more than **2,800** Math and English Language Arts teachers in Delaware earned ratings based on their students' performance on the state assessment and another selected measure of student improvement. Through the state's Roster Verification System (RVS), teachers were able to verify* if they were the "Teacher of Record"** for each student whose performance was attributed to them. This brief examines teachers' rosters before and after verification and explores what impact, if any, RVS had on teachers' ratings.

Roster Verification System: At a Glance

- Through RVS, teachers (Math and ELA) and administrators have the opportunity to vet the list of students counted toward the state assessment portion (Measure A) of their student growth rating, and, with administrator approval, remove students who were either wrongly assigned to them (e.g. the student withdrew or was not enrolled in the class), did not meet the school's attendance policies (e.g. student was enrolled 85 percent of the time the class was in session), or who should not be included due to an unusual circumstance (e.g. family emergency). The students on teachers' final rosters are eventually used to compute "Measure A" of a teacher's Component Five rating (one measure of student improvement).
- In 2012-13, each teacher had an average of 4 rosters, for a total of 60 students on average. 61 percent of teachers (or approximately 1700 educators) removed at least one student from their rosters for attendance reasons or extenuating circumstances. Conversely, 39% of teachers did not remove any students from their rosters in this manner.
- As seen in Figure 1, 91 percent of teachers statewide would have received the same Measure A rating if they did not remove students from their rosters for attendance reasons or extenuating circumstances. Capital School District had the highest share of teachers (22 percent) whose ratings would have changed without roster verification.

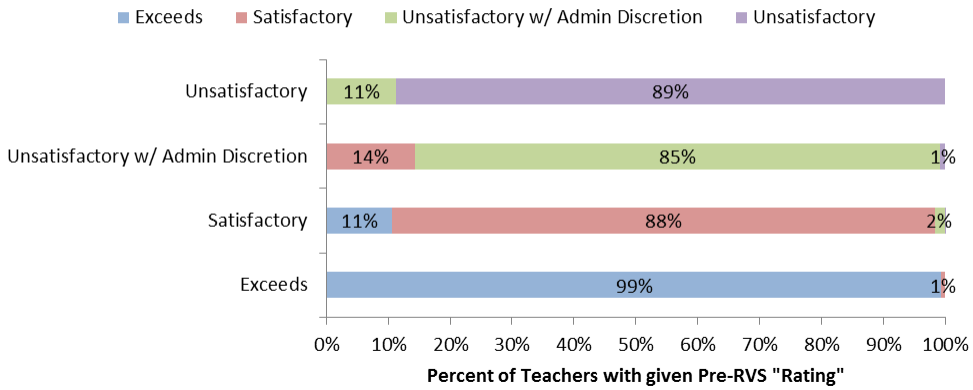
Figure 1: Share of Teacher Ratings Changed After Roster Verification by Delaware District



RVS Impact on "Measure A" Ratings

- In order to see the impact of RVS, teachers' final rosters and ratings were compared to their rosters and hypothetical ratings before exclusions were made***, with the exception of students who were wrongly assigned to them. Among the teachers (approximately 1700 educators) who did remove at least one student from their rosters, 89 percent still would have earned the same theoretical rating.
- Among all teachers, only 219 teachers (8 percent) received theoretical ratings different from their actual ratings. Of these teachers, over 85 percent experienced a positive difference (in which the actual rating was higher than the theoretical one), while 15 percent of teachers earned lower Measure A ratings than their assigned theoretical ratings.
- 11 percent of teachers who would've received an "Unsatisfactory" rating and 14 percent of those with an "Unsatisfactory with administration discretion" rating, without roster verification, received higher ratings after verification. The majority, however, would have had the same rating.
- Teachers on average excluded 4 students from their rosters; however teachers who increased in rating excluded an average of 7 students.

Figure 2: Distribution of Measure A Post-RVS Ratings by Pre-RVS Equivalent Rating



Notes: * The RVS software application in IMS is necessary as a result of Title 14 of the Delaware Code. Under § 1270. The Delaware Performance Appraisal System II, students missing more than 15% of class are not to be included in a teacher's Measure A student growth calculation.
** Teacher of Record -a full-time teacher who has been assigned the primary responsibility for a student's learning in a course/class, provided the student has been enrolled at least 85% of the time that the class is in session.
*** Students can be on more than one teacher's roster and on a given teacher's roster twice (if they are their TOR of record for both Math and ELA).
Source: All data are from state administrative records. Data are from the 2012-13 school year.

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