

'The Set': Results of the 2014-15 DPAS-II for Administrators

A Data Brief from the Delaware Department of Education's Teacher and Leader Effectiveness Branch

June 2016

The Delaware Performance Appraisal System II (DPAS-II) for administrators is a version of Delaware's statewide educator evaluation system that supports professional growth for administrators. This data brief provides an analysis of the 2014-15 results of the DPAS-II evaluation for administrators. For the purposes of DPAS-II, administrators are defined as all licensed and certified administrators who oversee instruction. It does not include those who supervise non-instructional aspects of school and district operations such as but not limited to, transportation, maintenance, finance, nutrition, discipline and personnel.

Summative Ratings

- In 2014-15, 97 percent of administrators scored "Effective" or higher.
- Compared to 2012-13 and 2013-14, a higher share of administrators scored "Highly Effective" and a lower share scored "Effective" and "Needs Improvement" in 2014-15.

District Level Results

- The distribution of summative ratings varied by district; in some districts, administrators only earned "Effective" or "Highly Effective" ratings, while in other districts administrators earned a "Needs Improvement" rating in addition to "Effective" and "Highly Effective" ratings.
- Only one district had administrators who earned an "Ineffective" rating.

Figure 1: DPAS-II for Administrators Distribution of Summative Ratings

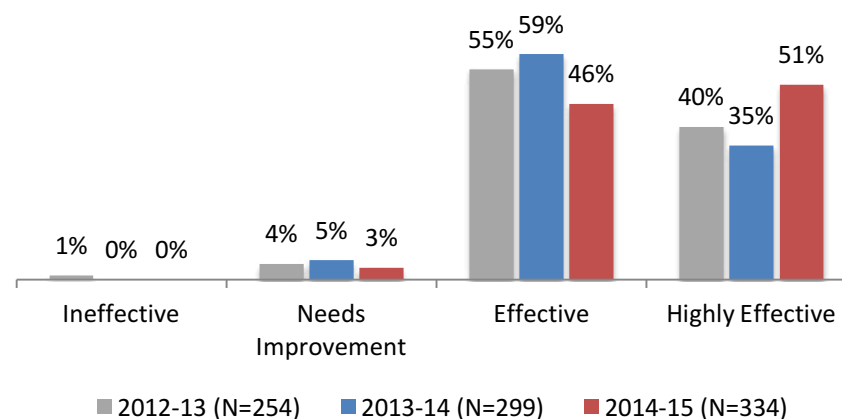
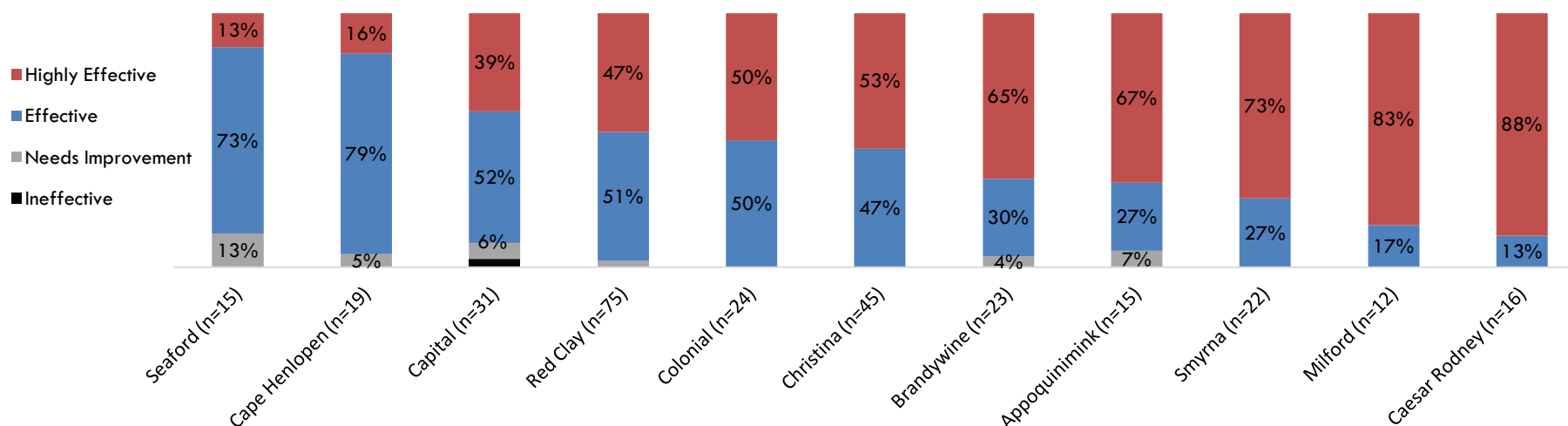


Figure 2: Summative Rating Distributions by District



Component-Level Ratings

- In 2014-15 administrators were not required to use student growth data based on the statewide assessment as part of their evaluation. Instead they chose two other measures, one focused on ELA and/or mathematics, and one focused on local priorities.
- With this new process in place, nearly every administrator earned a rating of “Effective” or higher in each of the first four components.
- The percentage of administrators earning an “Exceeds” rating on the Student Improvement Component increased significantly from 25% in 2013-14 to 54% in 2014-15.

Figure 3: DPAS-II Distribution of Ratings on the Student Improvement Component

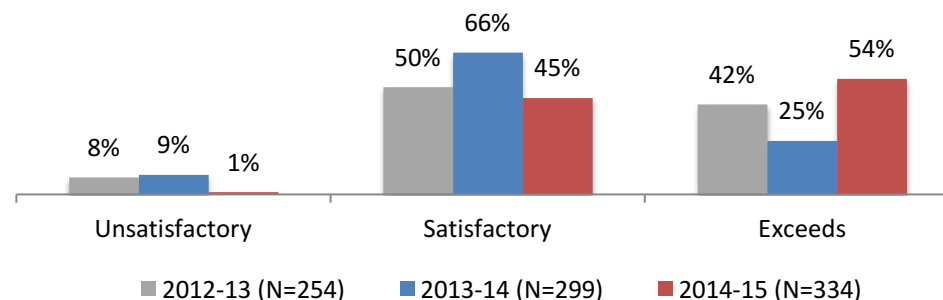
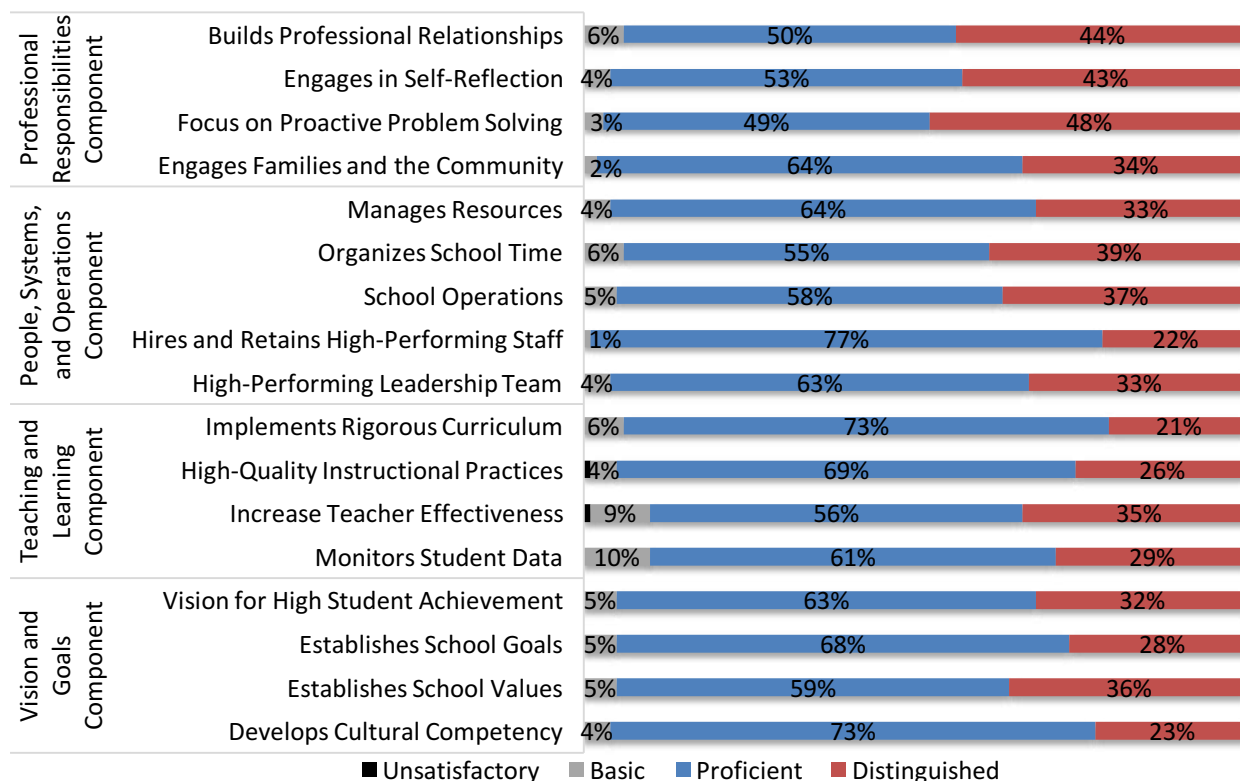


Figure 4: 2014-15 Distribution of Administrator Ratings on DPAS-II Criteria (% of Administrators)



Criterion-Level Ratings

- Starting in 2014-15, principals were evaluated using a new rubric that provided for detailed criterion-level ratings.
- The 160 administrators who were evaluated using the principal rubric received criterion-level ratings.
- While administrators overwhelmingly scored in the “Proficient” and “Distinguished” categories of each criterion-level measure, there was more variation in Component II criterion-level scores, which relate to teaching and learning.
- There were more administrators scoring “Highly Effective” at the Component IV criterion level than in the other components.