

Delaware Department of Education—Teacher & Leader Effectiveness Unit (TLEU)

DPAS-II: Component V for Group 1 Educators

2014-2015

Component V of DPAS-II for Group 1 Educators shall be comprised of two student growth measures “data points” equally weighted (50% for each):

Measure A, ELA/Math Student Growth: Measure A will be based on student scores from the State Assessment in ELA and Math. **In 2014-2015 only, Measure A will not be officially incorporated into educator evaluation.** However, student achievement results (from “Smarter”) and unofficial ratings will be provided to educators, administrators, schools, and districts for informational purposes in Fall 2015 (after official summative ratings have been determined and documented in Spring 2014).

Measure B, Student Growth Measures: Measure B will have two “data points”. The first data point will be based upon student performance on any state-approved Measure B assessment in ELA or Mathematics at the grade-level(s) which the educator serves. The second data point will be an additional student performance measure based on another Measure B assessment, as approved by the educator’s evaluator. If there is no second Measure B available, an educator may use an approved student growth goal for the second data point. **There shall be two total data points used for the purposes of Component V in 2014-2015. Each Measure B data point will be worth 50 percent of an educator’s overall Component V rating.**

Measure B, first data point: The first data point shall be based upon the selection of a state-approved Measure B assessment (External or Internal) in ELA and/or Mathematics for students in the applicable grade level(s) served by the educator. The guidelines for the first section of Measure B are outlined below:

- I. Measure selection and goal/target identification must be approved by each educator’s evaluator. LEA and school leadership may set guidelines requiring the use of specific assessments across districts, schools or grade levels.
- II. For each educator, students in the applicable grade levels served by the educator (as “Educator-of-Record”) shall constitute their roster for this data point in the Measure. Goal-setting for this data point should include all students the educator instructs.
- III. Goals should be set based upon student achievement baseline data on a pre-test. Educators and administrators should work together to set ambitious goals based on the content area taught and the desired student learning outcomes for the year or measuring period. Group 1 educators will set “Satisfactory” and “Exceeds” targets with their evaluator. Final approval rests with the evaluator. For the purpose of determining measures and targets, educators and administrators should consider how student achievement goals in ELA/Mathematics will align with rigorous state standards and assessments to be administered in 2014-2015.
- IV. **Scoring on the first “data point” of Measure B for Group 1 Educators shall be determined by local goal-setting and be based upon the degree of student attainment on approved assessments in ELA/Mathematics. Measures must be state-approved, and LEAs must adhere to all state-required data entry procedures (e.g. online platforms) delineated by DDOE for the 2014-2015 school year.**

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Measure B, second data point: The second data point of Measure B shall be based upon another state-approved Measure B assessment. The guidelines for this data point are outlined below:

- I. Measure selection and goal/target identification must be approved by each educator’s evaluator. LEA and school leadership may set guidelines requiring the use of specific assessments across districts, schools or grade levels.
- II. **Educators may choose a cohort of students in the applicable grade level(s) taught to constitute their “roster” for this data point. However, it is recommended that goal-setting for the data point includes all students the educator instructs. Final approval rests with the evaluator.**
- III. Goals should be set based upon student achievement baseline data on a pre-test. Educators and administrators should work together to set ambitious goals based on the content area taught and the desired student learning outcomes for the year or measuring period. Group 1 educators will set “Satisfactory” and “Exceeds” targets with their evaluator. Final approval rests with the evaluator. For the purpose of determining measures and targets, educators and administrators should consider how student achievement goals in ELA/Mathematics will align with rigorous state standards and assessments to be administered in 2014-2015.
- IV. **In the event that there is no second state-approved Measure B assessment available for a Group 1 educator in 2014-2015, the educator and administrator may select a state-approved and provided Growth Goal (similar to Growth Goals available to K-2 and 11-12 grade teachers in ELA/Math).**
- V. Scoring on the second “data point” within Measure B for Group 1 educators shall be determined by local goal-setting and shall outline the expectations for student achievement on approved Measure B assessments, or Growth Goals (when applicable). Measures must be state-approved, and LEAs must adhere to all state-required data entry procedures (e.g. online platforms) delineated by DDOE for the 2014-2015 school year.

Overall Component V ratings for Group 1 Educators shall be determined as follows:

Educators will earn a rating on each of the two data points within Measure B of Exceeds, Satisfactory or Unsatisfactory. These ratings shall be combined to determine the educator’s Component V rating as follows:

Possible Rating Combinations of the two data points within Measure B for 2014-2015		Overall Component V Rating
Exceeds	Exceeds	Exceeds
Exceeds	Satisfactory	Satisfactory
Exceeds	Unsatisfactory	Satisfactory
Satisfactory	Satisfactory	Satisfactory
Satisfactory	Unsatisfactory	Unsatisfactory (Evaluator may consider a “Satisfactory” rating)
Unsatisfactory	Unsatisfactory	Unsatisfactory

If there is disagreement about an educator’s performance rating(s), the evaluator makes the final determination. The Department of Education will monitor goal-setting statewide in 2014-2015.