

ODE Update on Educator Effectiveness



**OREGON DEPARTMENT OF EDUCATION
COSA LAW CONFERENCE 2015**

Warm Up



The **median** is the middle number in a sequence of numbers

- On your table is a list of Student Growth Percentiles from Mr. Hendrick's class
- Identify the median score from his class list and circle it

Norms



- Share your expertise
- Equity of voice
- Active listening
- Respect for all perspectives
- Self-monitor use of technology
- Safety and confidentiality

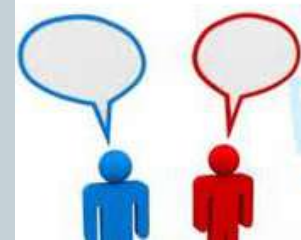
Connector



On an index card please complete the following sentence stem

“One of the most important learnings that I hope to take away today is...”

Give One, Get One!



- ☐ Turn to a neighbor
- ☐ Introduce yourself to a colleague
(name, position & district)
- ☐ Share the information on your card
- ☐ Share out

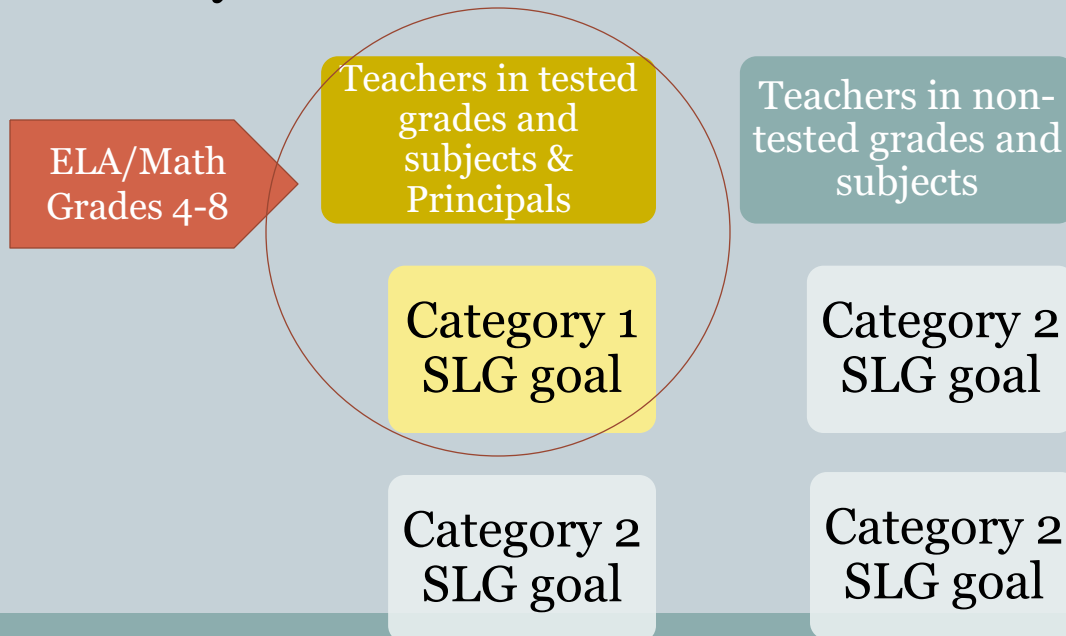
Outcomes for Today



- ESEA Waiver Update
- Review SLG Goal process and requirements
- Clarify the connection between SGPs and SLGs for the 2015-16 SY

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

Request to USED for 2015-16



- ODE has requested a modification to the waiver
 - Districts will determine MSGPs, but not incorporate them in educator summative evaluations for SY 2015-2016
 - Districts required to provide SGP training to staff
- ODE recommends that all educators set two goals that use Category 2 measures

What is a Student Growth Percentile?



- **Student Growth Percentiles (SGPs)** measure growth for individual students by comparing the improvement in his or her achievement on Smarter Balanced to that of his or her “academic peers” (i.e. those who have similar historical assessment results).

What is a Median Student Growth Percentile?



- **Median Student Growth Percentile** represents the exact middle of the Student Growth Percentile scores for the educator's students. In other words, half of the educator's students performed above or below the median score.

Impact of Class Size on SGPs



- Districts are required to use Median Student Growth Percentiles for educators who have at least 20 students
- Teachers and principals in grades 4-8 (ELA and math only) who fall below 20 students must use other measures that are valid, reliable, and comparable across the school or district (Category 2 measures)

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*

Timeline and Responsibilities

2015-16 SY	ODE RESPONSIBILITIES	DISTRICT RESPONSIBILITIES
Fall 2015	<p>Provide districts state criteria for determining Median Student Growth Percentiles (see Table 3 on page 5 in this guidance).</p> <p>Provide districts with communications and guidance.</p>	<p>Select Option A or Option B to be used district-wide. Establish a process for determining the teacher of record.</p> <p>Create class rosters and establish a roster verification process.</p>
2015-16 School Year	Provide districts with professional development and technical support.	Provide training in the district to educators, evaluators, and coordinating staff.
February - June 2016	Administer Smarter Balanced Assessment	Administer Smarter Balanced Assessment Educators verify class rosters.
Summer 2016	<p>Calculate Student Growth Percentiles for all students.</p> <p>Send districts Student Growth Percentiles and Smarter Balanced achievement data in August.</p>	Receive Student Growth Percentiles and Smarter Balanced results from ODE.
Fall 2016	Provide guidance and support to districts.	<p>Determine the Median Student Growth Percentile ratings using the state criteria.</p> <p>Incorporate median Student Growth Percentile ratings into educator summative evaluations.</p>

Student Growth Percentiles (SGPs)

**Normative growth
measure**

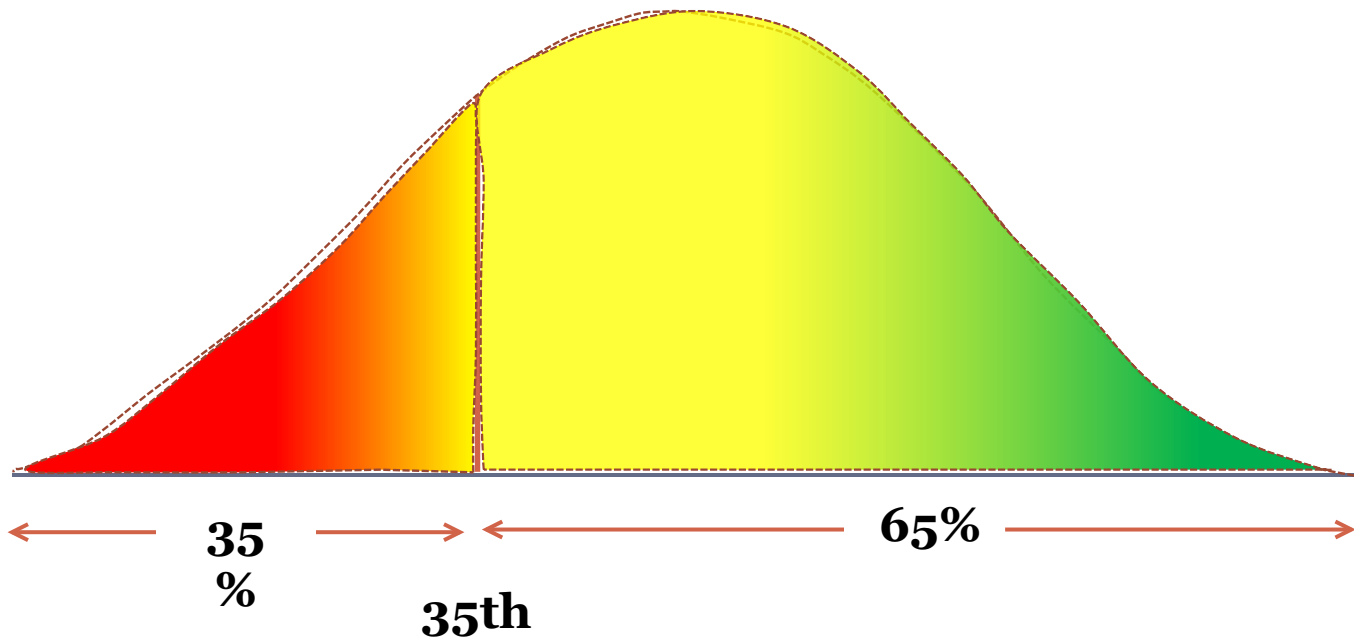
**One year of
growth**

**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

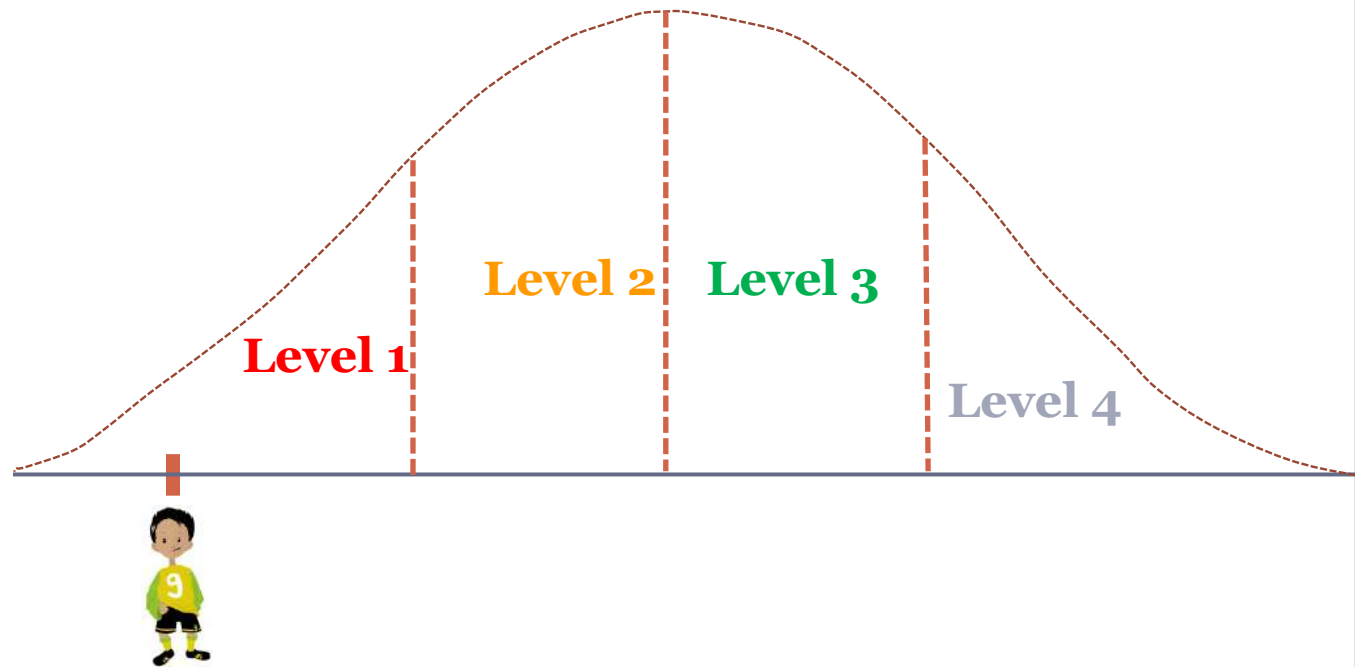
2398

Level 2


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

136 points

Anthony's Comparison Group

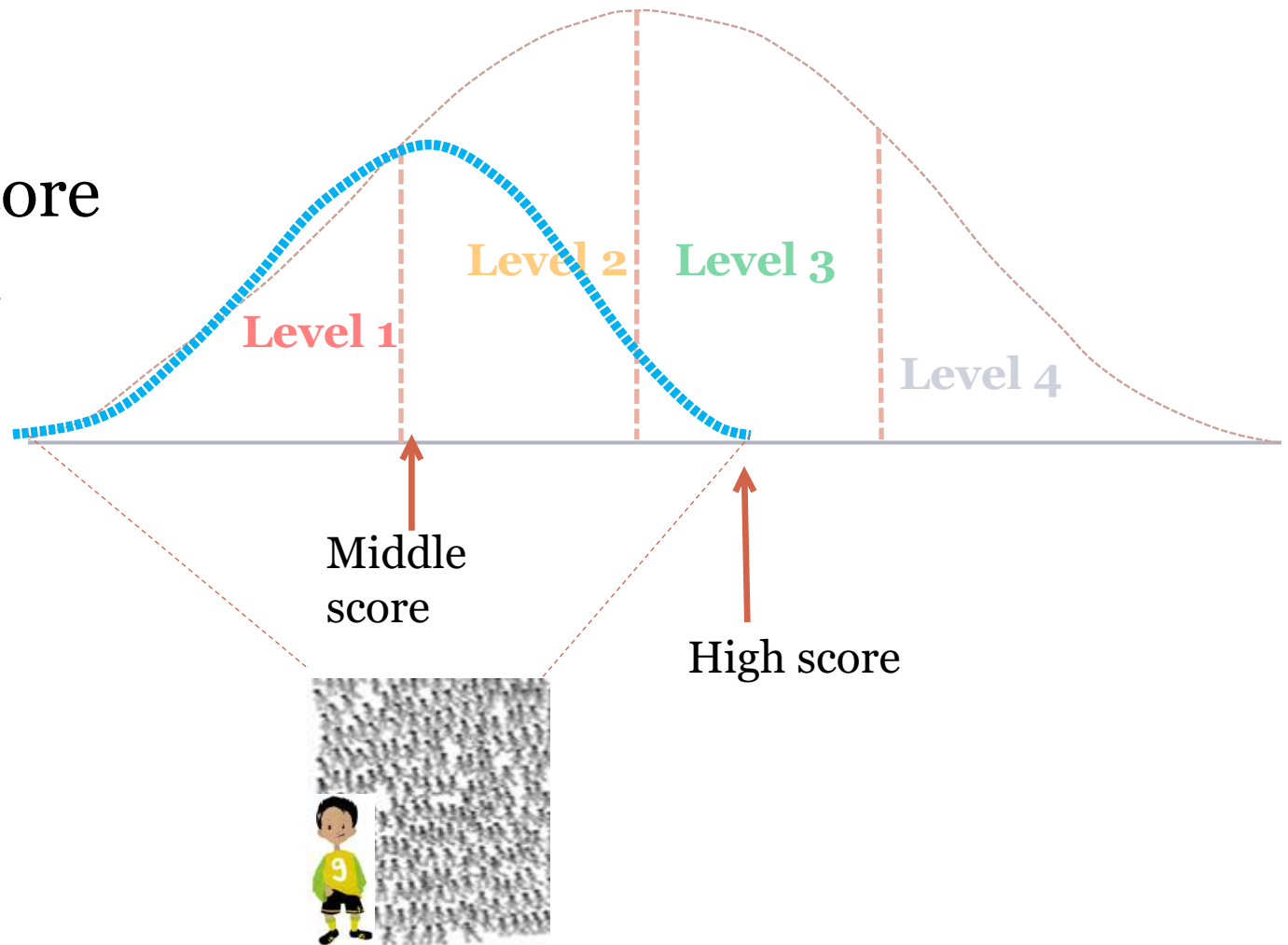


All 3rd grade test takers in Oregon

...with Anthony's Prior Score ~2262

Anthony →

4th Grade Score Distribution

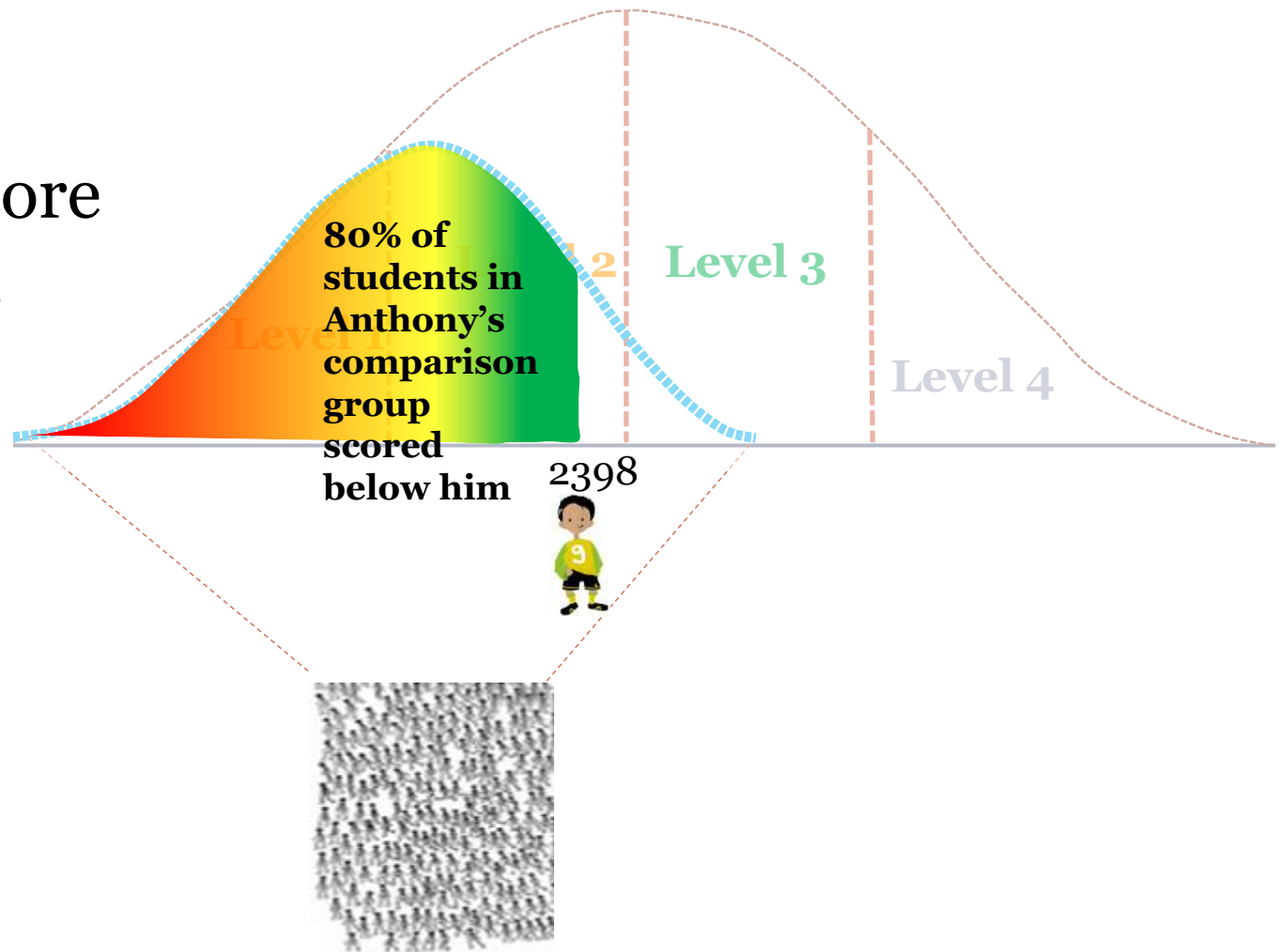


Anthony's Comparison Group



Anthony's prior
score ~2262

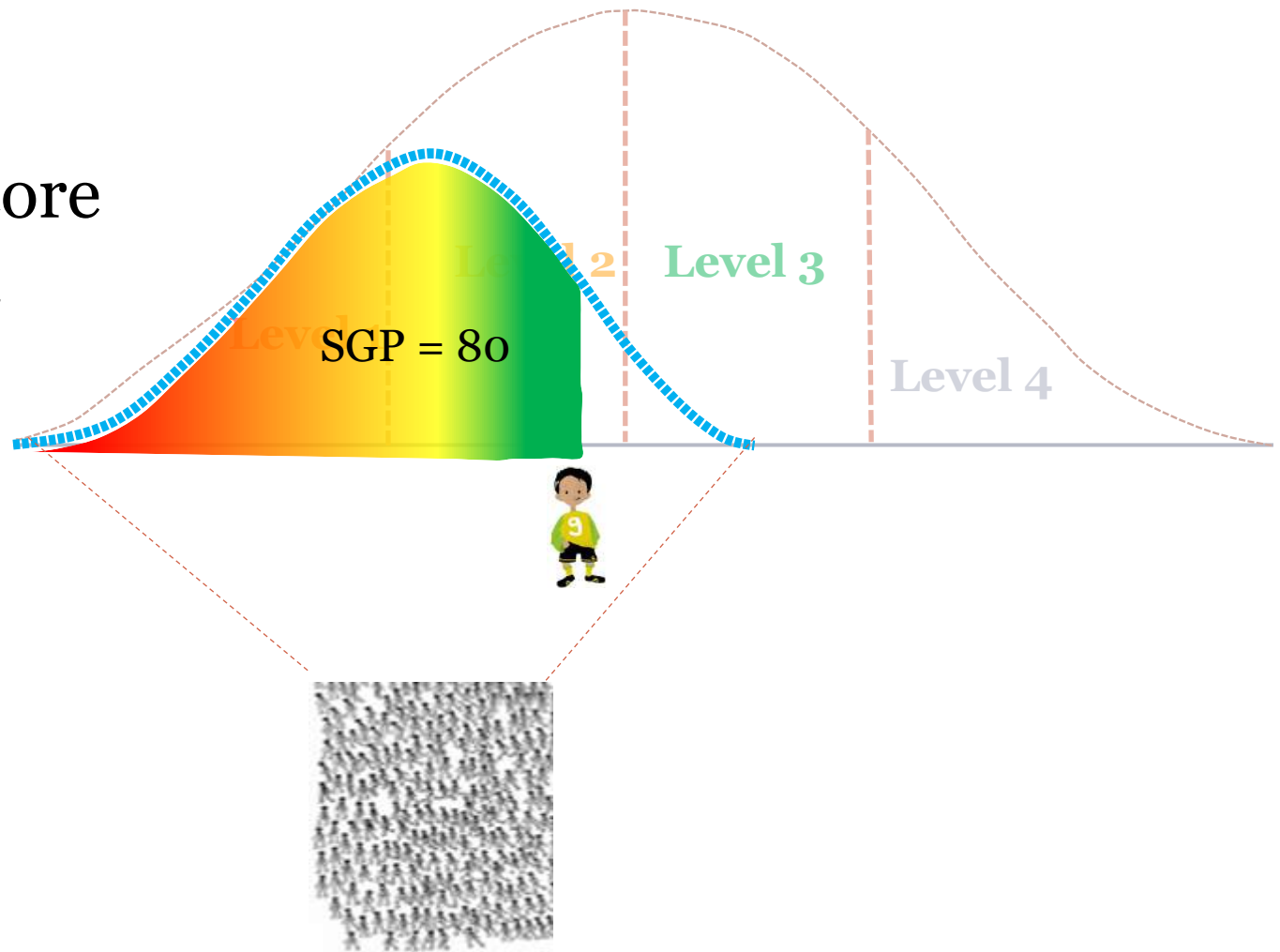
4th Grade Score Distribution



Anthony's Comparison Group



4th Grade Score Distribution



Anthony's Comparison Group 

What do we need to do this year?

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

- Goal Setting
- Goal Scoring
- Summative Evaluations

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 you teach
- Context can help ascertain instructional needs
- Tier goals/targets where appropriate
- Include the support YOU need

How do SGPs change the goal setting and scoring processes?



- Teachers and principals in **grades 4- 8 in ELA and math**
- All other educators

Teachers and Principals in Grades 4 – 8

ELA and Math



- Minimum of 2 SLG goals **each year**
- Quality Review Checklist used for goal setting
- One goal must use Category 1 measure (Smarter)
 - Method for scoring Category 1 goal depends on whether the district uses Option A or Option B
- Second goal can use either Category 1 or Category 2 measures
 - Category 2 goals scored using the statewide SLG Scoring Rubric
- Oregon Matrix used to identify summative scores

All Other Educators



- Minimum of 2 SLG goals **each year**
- Quality Review Checklist used for goal setting
- Goals can use either:
 - Category 1 (statewide assessments) **OR**
 - Category 2 (school or district-wide assessments) measures
- Goals scored using the statewide SLG Scoring Rubric
- Oregon Matrix used to identify summative scores

Quality Review Checklist



- Takes place during the goal setting phase of the professional growth cycle for teachers and administrators
- For an SLG goal to be approved, all criteria must be met
- Version with guiding questions available in SLG section of toolkit

www.ode.state.or.us/search/page/?id=3836

Scoring SLG Goals



- Category 2 goals scored using State SLG Scoring Rubric
- Category 1 goal for tested grades and subjects must use SGPs (compared to Cat. 1 rating from scoring rubric, if district chooses Option B)
- Regardless of “on cycle” or “off cycle” year, all teachers and administrators set and score two goals **every year**

Your Turn!



- Use the data packet provided to:
 - Calculate Mr. Hendrick's Y-axis rating
 - Determine Mr. Hendrick's median SGP
 - ✦ Use the "State Median Student Growth Percentile Criteria" (p.5 of SGP Guidance, Table 3)
 - Calculate Mr. Hendrick's X-axis rating
- Share Out

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

**Inquiry Process*

Things to Keep in Mind...



- Districts with contract teachers on a two year cycle MAY select two of the four goals from the cycle
- Decisions about probationary teachers do not have to be based on SLG goal scores
- Tested grades and subjects must use one Cat.1 goal rating in summative evaluation (Matrix)
- Adjusting evaluation cycle
 - Fall to Fall
 - Spring to Spring

Resources



- [ODE Webpage for SGPs](#) has been added to the EE Toolkit
- PowerPoints tailored to Option A/Option B
- ESD Regional Workshops
 - Contact your ESD to find out when a regional training might be available in your area

Remaining questions?



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