



Value Table

Florida Department of Education

Using Value Tables to Determine Teacher Effectiveness in Florida

E-Comp Overview

- Reward minimum of 10% of teachers
- How do we reward teachers?
 - For excellence defined by improved student achievement.
- What is a reliable way to measure improved student achievement and give credit to teachers?
 - Value Table

What is a Value Table?

- A value table assigns a score or “value” to each possible student achievement outcome.
- For Florida, the possible outcomes are defined by capturing each student’s achievement level from one year to the next on the Florida Comprehensive Assessment Test (FCAT).

Value Neutral

- “Value-neutral” means that the table is designed to be “neutral” when it comes to acknowledging the improvements that students achieve.
- The same “value” is placed on each student and the likelihood for that student to make improvement.
- No matter where a student starts – whether they start at the lowest achievement level (level 1) or the highest (level 5)—a teacher will be given points based on how much her students improve.

How does a value table work?

- Based on actual Florida student data, more points are assigned to outcomes that are more highly valued and less likely to be achieved.
- For example, if a student enters a teacher's class as a level 1 student and is a level 5 student at the end of the school year. A teacher receives more points than if the student remained a level 1 or improved just one achievement level.

How does a value table work?

The teacher's value score in reading will be compared to all other reading teachers. Math teachers will be compared to all other math teachers. A reading teacher's value score will be calculated based on all the students in all of her reading classes. If she teaches another course that is not reading, those students will not be included in the calculation. The same will hold true for math teachers.

Example of a Value Table

| Elementary Reading – Value Table | | | | | |
|----------------------------------|--------------------------|---|---|---|---|
| Year 1 Achievement Level | Year 2 Achievement Level | | | | |
| | 1 | 2 | 3 | 4 | 5 |
| 1 | | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |

Student Outcomes for Example Teacher with Twenty Students

| Sample Elementary Reading - Outcomes | | | | | |
|--------------------------------------|--------------------------|---|---|---|---|
| Year 1 Achievement Level | Year 2 Achievement Level | | | | |
| | 1 | 2 | 3 | 4 | 5 |
| 1 | 6 | 2 | 2 | 0 | 0 |
| 2 | 0 | 4 | 2 | 0 | 0 |
| 3 | 0 | 0 | 2 | 2 | 0 |
| 4 | 0 | 0 | 0 | 0 | 0 |
| 5 | 0 | 0 | 0 | 0 | 0 |

Example of a Value Neutral Table

| Sample Elementary Reading – Value Table* | | | | | |
|---|---------------------------------|----------|----------|----------|----------|
| Year 1 Achievement Level | Year 2 Achievement Level | | | | |
| | 1 | 2 | 3 | 4 | 5 |
| 1 | 0 | 190 | 300 | 415 | 500 |
| 2 | 0 | 75 | 175 | 210 | 250 |
| 3 | 0 | 0 | 120 | 155 | 175 |
| 4 | 0 | 0 | 0 | 135 | 180 |
| 5 | 0 | 0 | 0 | 70 | 140 |

*Course Number

Student Outcomes for Example Teacher with Twenty Students

| Elementary School Reading – Points Earned and Final Score* | | | | | | |
|--|--------------------------|------------------|------------------|------------------|---|--------------|
| Year 1 Achievement Level | Year 2 Achievement Level | | | | | |
| | 1 | 2 | 3 | 4 | 5 | Total |
| 1 | 0 x 6 = 0 | 190 x 2 = 380 | 300 x 2 = 600 | 0 | 0 | 980 |
| 2 | 0 | 75 x 4 = 300 | 175 x 2 = 350 | 0 | 0 | 650 |
| 3 | 0 | 0 | 120 x 2 = 240 | 155 x 2 = 310 | 0 | 550 |
| 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | | 2,180 |
| Value Score | | | | | | 109 |

*Course Number

What are the advantages of using a value table?

- ***Easy to calculate.*** With just a calculator or a simple spreadsheet any teacher can determine the number of points they have earned in a year. Teachers can also apply the table at the start of the year to determine what progress their students must make in order to receive a high score.
- ***Transparent.*** Many attempts have been made to capture value, but most methods are very complex and difficult to explain or understand.

What are the advantages of using a value table?

- ***Flexible with regard to subject and grade levels.***
Different value tables can be developed for elementary, middle, and high school grade spans and for each subject. The value table can be used for any teacher with students in an FCAT grade range and subject. The value table can also be used at the school level and the district level to capture administrators' performance. The value table can be used for locally administered assessments using student letter grades, test scores, percentiles, etc.

What are the advantages of using a value table?

- ***Ensures a focus on specific educational goals and values.*** Florida's value table is designed to be neutral with regard to a student's initial achievement level. It does not penalize a teacher when a student declines an achievement level, treating a student who drops from level 5 to 1 the same as a student declining from level 2 to level 1.

Are Value Tables a Valid and Reliable Way to Determine Teacher Effectiveness?

- Compared to other methods of assessing value, the value table has a high correlation with Analysis of Covariance (ANCOVA) and Hierarchical Linear Models (HLM), more complex statistical models.

Where did the idea of a value table come from?

- **Center for Assessment -**
<http://www.nciea.org/>