Rule Development Workshop

Calculations of Student Learning Growth for Use in School Personnel Evaluations and Instructional and School Administrator Evaluation Systems

Public Input on Draft Rules 6A-5.0411 and 6A-5.030, F.A.C.

January 30, 2018
Agenda

Part 1
Overview of Statutes, Rules, and Forms

Part 2
Clarifying Questions

Part 3
Public Comments
Input and Participation

• When asking a question or making a comment, please state your name and where you are from (e.g., institution, school district, association, or group).

• If you are making a comment, please follow the instructions with the operator (webinar) or fill out a speaker’s card (in-person workshops), so that we have a complete record of the meeting.

• Comments will be timed to allow all who wish to speak the opportunity to do so.

• We will gladly take comments as written statements.

• Input may also be provided at anytime online at https://app1.fldoe.org/rules/default.aspx.
Input and Participation

Types of Input We Are Seeking

• Suggestions for changes or agreement with specific text in the rule (e.g., keep this..., delete this..., add this..., change this to read...).

• To the extent that you can provide why, this will help us with context and tracking that same issue in other parts of the rule.

• Comments on whether the rule text actually accomplishes what the law or presentation indicates is intended.
Rule Adoption Timeline

November 2017: Notice of Rule Development published

January 2018: Workshop and input on draft text

January – February 2018: Review public comments and revise rule text

February 2018: Notice of Proposed Rulemaking published

March 2018: State Board meeting for possible rule adoption
6A-5.0411, F.A.C.
Calculations of Student Learning Growth for Use in School Personnel Evaluations
Goals for the Process

1. Update language to clarify that VAM use is optional

2. Clarify school VAM score aggregate

3. Remove obsolete language about usage exemptions
## Subsections of the Rule

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Purpose

Language is updated to clarify that

- Use of VAM data, and the classification methodology articulated in the rule, is now optional based on changes to statute resulting from the passage of HB 7069 in 2017.

- The classification methodology articulated in the rule is the one used in the teacher preparation program accountability system (Rule 6A-5.066, FAC).
Definitions

Language is updated to

• Make non-substantive changes to the technical terminology defining the term covariate.
Formulas for Measuring Student Learning Growth

*Language is updated to*

- Strike language requiring the use of VAM scores for teachers who receive them.
- Clarify what school VAM scores represent in the files provided to districts.
Data Collected and Reported for VAM

*Language is updated to*

- Clarify that school VAM scores are provided in the files districts receive for their optional use in administrator evaluations.
- Clarify that aggregate school VAM scores are available based on the most recent 1, 2 or 3 year period for use in school administrator evaluations, and can be used selectively or combined based on the years an administrator was assigned to the school.
Clarifying and Interpreting Scores

Language is updated to

• Rename this section of the rule.

• Clarify that the classification methodology articulated is the one the department will use for analyses and research that incorporate VAM data.

• Clarify that this classification methodology remains optional for districts, even if they elect to use VAM data.
Clarifying and Interpreting Scores (Continued)

*Language is updated to*

- Strike obsolete language for exceptions from required use of former performance-level standards.
- Clarify that Algebra 1 ratings are classified using the same methodology as ELA and Mathematics.
- Strike obsolete language governing the implementation of the performance-level standards into district evaluations.
Areas of Statute that Continue to Use VAM

• Section 1004.04(4)(a)3.c., F.S. - Continued approval for teacher preparation programs.

• Section 1012.56(7)(c), F.S. - One-year extension of a temporary certificate based on Effective or Highly Effective rating.

• Section 1012.731(3)(a)2., F.S. – Beginning in 2020-21, allows a classroom teacher to qualify for the highest award tier without an overall evaluation of Highly Effective if the teacher has a VAM score that is classified as Highly Effective.
6A-5.030, F.A.C.
Instructional Personnel and School Administrator Evaluation Systems

Content of the laws

Content of the rule
Rule Authority and Content for 6A-5.030

Section 1012.34, F.S., Personnel Evaluation Procedures and Criteria

Purpose:

• For each district to establish and maintain an evaluation system that increases student academic performance by improving the quality of instructional, administrative, and supervisory services
House Bill 7069

*Provided Calculation Flexibility*

- Allows districts to choose the assessment data used for calculating the performance of students component
Goals for the Process

1. Streamline the templates while targeting multiple audiences

2. Create feasible timelines

3. Update requirements
6A-5.030, F.A.C.
Instructional Personnel and School Administrator Evaluation Systems

Content of the laws

Content of the rule
### Subsections of the Rule

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Purpose

• Subsection (1) outlines the purpose of the rule which is to set forth the requirements for the annual evaluation of instructional personnel and school administrators by:
  • Establishing criteria and implementing procedures for district evaluation systems
  • Delineating the responsibilities of the district and the Department
  • Setting forth submission, review, and approval criteria
  • Prescribing reporting and monitoring requirements
Definitions

• Subsection (2) provides definitions for terms used in the rule or incorporated forms to ensure consistency in interpretation.

For example . . .

“Newly hired by the school district” means the first calendar year in which classroom teachers are employed by the school district in a full-time instructional position.
Evaluation Systems Requirements

• Subsection (3) outlines the required components the district must include in a submission of an instructional or school administrator evaluation system in order to receive approval.
Forms

• Subsection (8) includes the incorporation of two forms:
  • Form IEST-2018 – Instructional Personnel Evaluation System Template
  • Form AEST-2018 – School Administrator Evaluation System Template
## Template Comparison

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Evaluation System Overview

• In Part I, the district describes the purpose of their instructional personnel or school administrator evaluation system and provides a high-level summary.
To ensure that every child learns from the most effective teachers possible, schools must be able to gauge their teachers’ performance fairly and accurately.

-The New Teacher Project
Evaluation System Requirements

• In Part II, the district provides assurance that its evaluation systems meet each statutory requirement listed.

Please Note . . .

Districts should be prepared to provide evidence of these assurances upon request.
## Question Comparison

<table>
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<tr>
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</table>
| Description of how results from the evaluation system will be used for professional development. | □ The district has procedures for how evaluation results will be used to inform the  
  • Planning of professional development; and  
  • Development of school and district improvement plans. |
The district provides training programs and has processes that ensure:

- Employees subject to an evaluation system are informed of the evaluation criteria, data sources, methodologies, and procedures associated with the evaluation before the evaluation takes place; and
- Individuals with evaluation responsibilities and those who provide input toward evaluation understand the proper use of the evaluation criteria and procedures.

Description of training programs and processes to ensure that all employees subject to an evaluation system are informed on evaluation criteria, data sources, methodologies, and procedures associated with the evaluation before the evaluation takes place, and that all individuals with evaluation responsibilities and those who provide input toward evaluation understand the proper use of the evaluation criteria and procedures.

Proposed Templates

☐ The district provides training programs and has processes that ensure:
   • Employees subject to an evaluation system are informed of the evaluation criteria, data sources, methodologies, and procedures associated with the evaluation before the evaluation takes place; and
   • Individuals with evaluation responsibilities and those who provide input toward evaluations understand the proper use of the evaluation criteria and procedures.
The district shall provide a description of its process for annually monitoring its evaluation system. The district self-monitoring shall determine the following:

- Evaluators’ understanding of the proper use of evaluation criteria and procedures, including evaluator accuracy and inter-rater reliability
- Evaluators provide necessary and timely feedback to employees being evaluated
- Evaluators follow district policies and procedures in the implementation of evaluation system(s)
- Use of evaluation data to identify individual professional development
- Use of evaluation data to inform school and district improvement plans

The district has a process for monitoring implementation of its evaluation system that enables it to determine the following:

- Evaluators’ understanding of the proper use of evaluation criteria and procedures, including evaluator accuracy and inter-rater reliability
- Evaluators provide necessary and timely feedback to employees being evaluated
- Evaluators follow district policies and procedures in the implementation of evaluation system(s)
- Use of evaluation data to identify individual professional development
- Use of evaluation data to inform school and district improvement plans
Evaluation Procedures

• In Part III, the district provides information regarding the observation and evaluation of personnel.
### Evaluation Procedures

In Part III, the district provides information regarding the observation and evaluation of personnel.

<table>
<thead>
<tr>
<th>Instructional Personnel Group</th>
<th>Number of Evaluations</th>
<th>When Evaluations Occur</th>
<th>When Evaluation Results are Communicated to Personnel</th>
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<tr>
<td>Classroom and Non-Classroom Teachers</td>
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Evaluation Criteria

- Instructional Practice or Leadership: minimum one-third
- Performance of Students: minimum one-third
- Other Indicators of Performance: maximum one-third

Summative Rating
Summative Rating Components

• For each component the district provides
  • Percentage of the evaluation based on the component
  • Description of the step-by-step calculation for determining the component rating, including cut points for differentiating performance

• If the Other Indicators of Performance component is included the district provides
  • Description of the additional performance indicators
Summative Rating Calculation

• In this section the district provides
  • Description of the step-by-step calculation for determining the summative rating
  • Sample summative rating calculation
Appendices

- Evaluation framework crosswalk
- Observation instruments for classroom and non-classroom teachers and school administrators
- Student performance measures
- Summative evaluation forms
Submission Process

• Subsection (4) establishes guidelines for districts to submit evaluation systems to the department for review and approval

Please note . . .

Districts making revisions that will be implemented in the 2018-19 school year shall submit a revised system on the proposed templates.
Review and Approval Process

• Subsection (5) establishes guidelines for the review and approval of evaluation systems

FDOE receives an evaluation system

30 days to review and notify district of missing elements

District receives system feedback

30 days to revise and return to FDOE

FDOE receives a revised system

30 days to review and notify district of approval or denial

District receives approval status

District begins implementation or continues revising
The success of any evaluation system—no matter how solid its design—ultimately depends on how well it is implemented.

- The New Teacher Project
Implementation Monitoring Process

1. FDOE provides district with 60 days’ notice of monitoring
2. District submits results of self-monitoring to FDOE within 30 days
3. FDOE monitors district, documenting areas of strength and noncompliance
4. FDOE provides district with a report of the results
5. District addresses areas of noncompliance and submits documentation of corrections to FDOE
Part 2: Clarifying Questions
Part 3: Comments
Thank you for your participation!