



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

1

Purpose

2

Definitions

3

Formulas for Measuring SLG

4

Data Collected and Reported for VAM

5

Classifying and Interpreting Scores

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

1	Purpose
2	Definitions
3	Evaluation System Requirements
4	Submission Process
5	Review and Approval Process
6	Approval Criteria
7	Implementation Monitoring Process
8	Forms

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 . . .

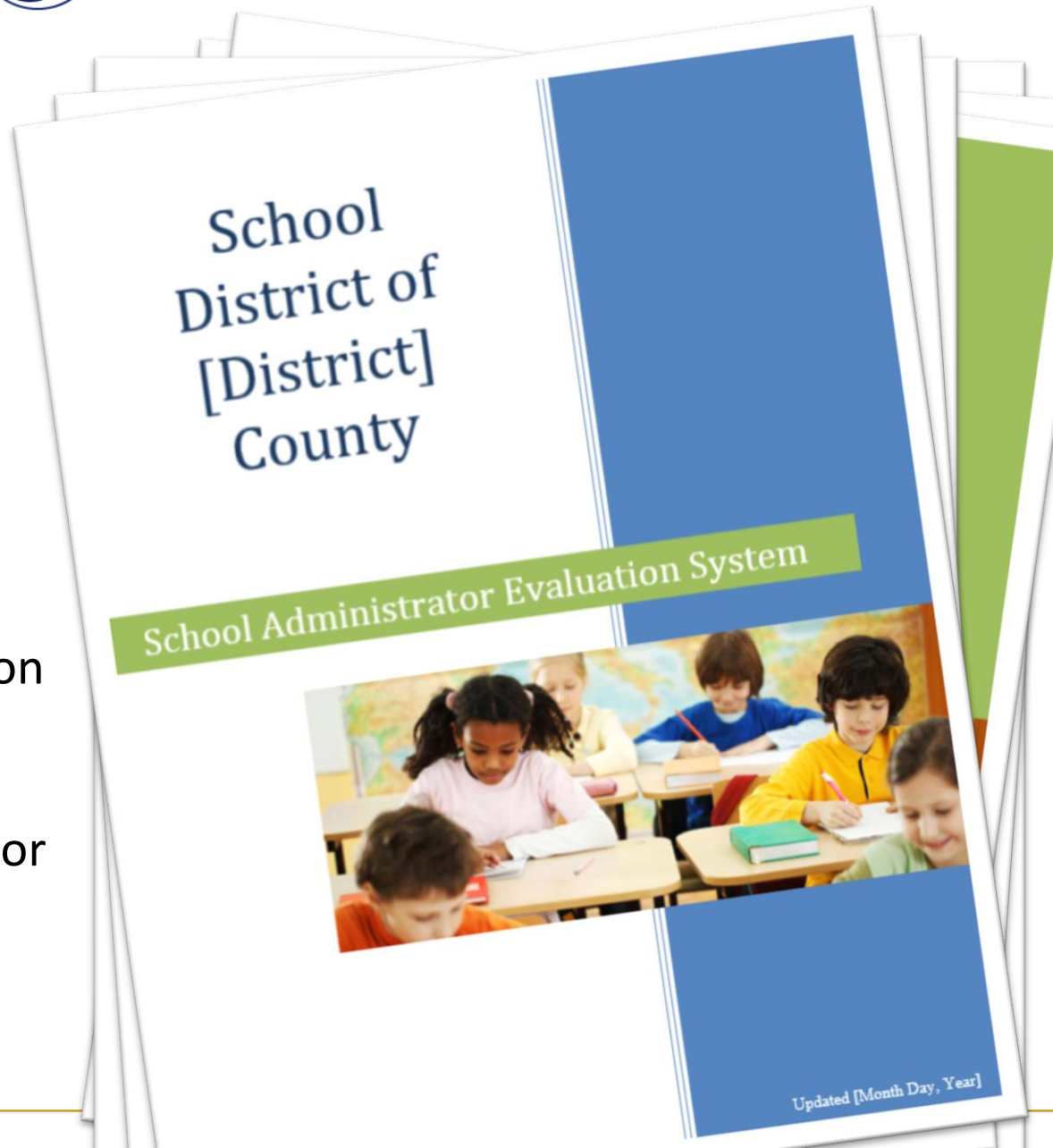
“Newly hired by the school district” means the first calendar year in which classroom teachers are employed by the school district in a full-time instructional position.

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

Current Templates

- Performance of Students
- Instructional Practice or Leadership
- Other Indicators of Performance
- Summative Evaluation Score
- Additional Requirements
- District Evaluation Procedures
- District Self-Monitoring

Proposed Templates

- System Overview
- System Requirements
- Procedures
- Criteria
 - Instructional Practice or Leadership
 - Other Indicators of Performance
 - Performance of Students
 - Summative Calculation Ratings
- Appendices

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

Current Templates

Description of how results from the evaluation system will be used for professional development.

Proposed Templates

- 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.

Question Comparison

Current Templates

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.

Question Comparison

Current Templates

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

Proposed Templates

- 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.

Instructional Evaluation System

3. Pursuant to section 1012.34(3)(a), F.S., a performance evaluation must be conducted for each employee at least once a year, except that a classroom teacher who is newly hired by the district school board must be evaluated at least twice in the first year of teaching in the school district. In the table below, describe when and how many summative evaluations are conducted for the following instructional personnel groups: classroom teachers, non-classroom teachers, newly hired classroom teachers, and teachers hired after the beginning of the school year.

Instructional Personnel Group	Number of Evaluations	When Evaluations Occur	When Evaluation Results are Communicated to Personnel
Classroom and Non-Classroom Teachers			
Hired before the beginning of the school year			
Hired after the beginning of the school year			
Newly Hired Classroom Teachers			
Hired before the beginning of the school year			
Hired after the beginning of the school year			

Part IV: Evaluation Criteria

A. Instructional Practice

In this section, the district shall provide the following information regarding the instructional practice data that will be included for instructional personnel evaluations.

1. Pursuant to section 1012.34(3)(a)2, F.S., at least one-third of the evaluation must be based upon instructional practice. In _____ County, instructional practice accounts for ___% of the instructional personnel performance evaluation.
2. Description of the step-by-step calculation for determining the instructional practice rating for classroom and non-classroom instructional personnel, including cut points for differentiating performance.

B. Other Indicators of Performance

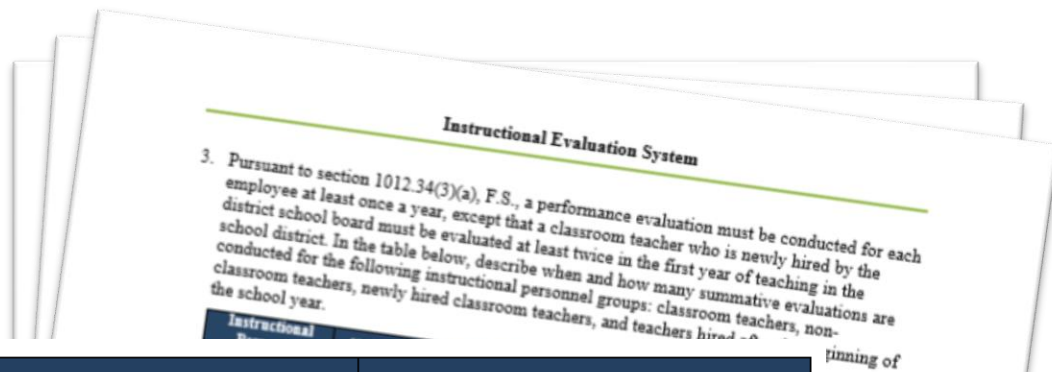
In this section, the district shall provide the following information regarding any other indicators of performance that will be included for instructional personnel evaluations.

1. Pursuant to section 1012.34(3)(a)4, F.S., up to one-third of the evaluation may be based upon other indicators of performance. In _____ County, other indicators of performance account for ___% of the instructional personnel performance evaluation.
2. Description of additional performance indicators, if applicable.

Place District Name Here Page 8

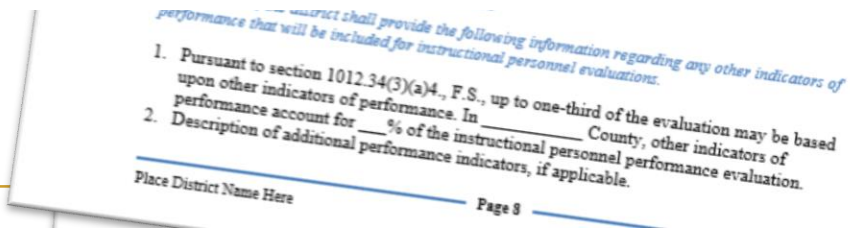


Evaluation Procedures



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Instructional Personnel Group	Number of Evaluations	When Evaluations Occur	When Evaluation Results are Communicated to Personnel
Classroom and Non-Classroom Teachers			
Hired before the beginning of the school year			
Hired after the beginning of the school year			
Newly Hired Classroom Teachers			
Hired before the beginning of the school year			
Hired after the beginning of the school year			



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

Instructional Evaluation System

Appendix D – Student Performance Measures

In Appendix D, the district shall provide the list of assessments and the performance standards that will apply to the assessment results to be used for calculating the performance of students assigned to instructional personnel. The following table is provided for convenience; other ways of displaying information are acceptable.

Teaching Assignment	Student Performance Measures	
	Assessment(s)	Performance Standard(s)
Pre-Kindergarten (PK)		
Kindergarten (K)		
First Grade (1)		
Second Grade (2)		
Third Grade (3)		
Fourth Grade (4)		
Fifth Grade (5)		
Other (K-5) (including non-classroom instructional personnel)		
English/Language Arts, Reading Courses (6-8)		
Math Courses (6-8)		
Science Courses (8)		
Other (6-8) (including non-classroom instructional personnel)		
English 1		
English 2		
English 3		
English 4		
AP English Comp		
Algebra 1 (Honors); Algebra 1B		
Pre-AICE		
Mathematics 1		
IB Middle Years		
Algebra 1 Honors		
Geometry (Honors)		
IB Middle Years		
Geometry Honors		
Pre-AICE		
Mathematics 2		
Biology 1 (Honors); Biology Technology; Biology 1 Pre-IB;		

Place District Name Here Page 14

Form IESM-01

Submission Process

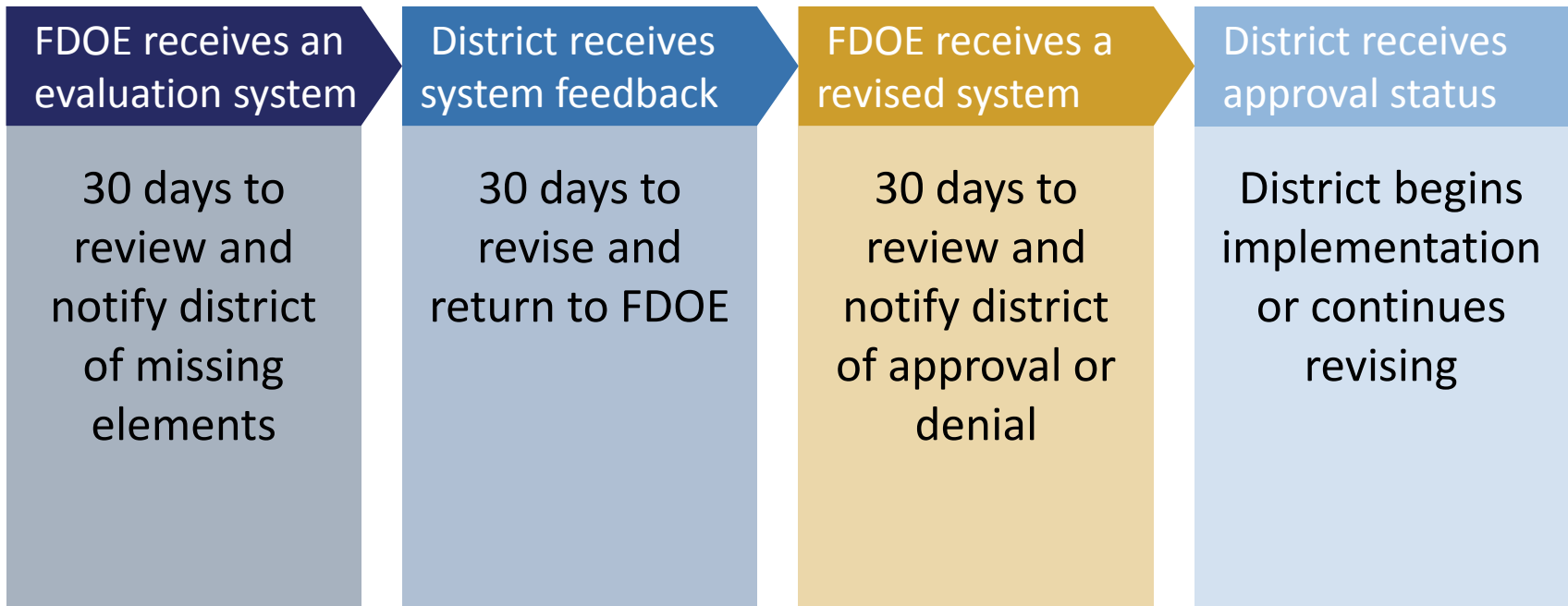
- Subsection (4) establishes guidelines for districts to submit evaluation systems to the department for review and approval

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



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

FDOE provides district with 60 days' notice of monitoring

District submits results of self-monitoring to FDOE within 30 days

FDOE monitors district, documenting areas of strength and noncompliance

FDOE provides district with a report of the results

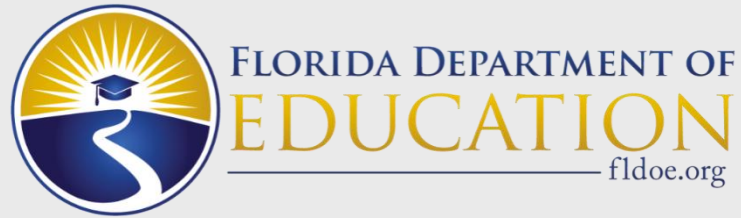
District addresses areas of noncompliance and submits documentation of corrections to FDOE



Part 2: Clarifying Questions



Part 3: Comments



Thank you for your participation!