As you arrive...

1. Self-Reflection Wall
   Are you a novice, expert, or somewhere in between for the VAM Visualization Tool?
   Add a sticky note with your name somewhere on the continuum.

2. Access Account
   Log in to FL VAM Visualization Tool

While you wait...

bit.ly/FLVAM-May2023

Open Today's Materials!

Using the VAM Visualization Tool to Inform Teaching and Learning For All

FL FOIL Conference - Orlando
May 2023

Welcome

Chris Maxwell
Educator Support Specialist
SAS EVAAS

Deanene Deaton
Training Services Manager
SAS EVAAS

Introductions

We are glad to be with you today!

Let’s get started with some helpful information.

Resources

bit.ly/FLVAM-May2023

Today’s Materials

Slide Deck and More
The Purpose of Today’s Session

- Enhance your comfort with the tool
- Explore positive and effective uses
- Encourage reflection for growth

Inform teaching and learning for all!

How can I get the most out of this session?

- **Communication**: Sharing thoughts, questions, & ideas
- **Collaboration**: Working together to reach a goal
- **Critical Thinking**: Looking at problems in a new way
- **Creativity**: Trying new, out of the box, approaches

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AGENDA

01 Navigating the Reports
02 Using the Tool Meaningfully
03 Resources and Support
04 Survey and Launch

Getting Started

Continuum
Turn and Talk

Why did you choose to place your sticky note on that part of the continuum?

Novice

Expert

Be ready to share your thoughts.
NAVIGATING THE REPORTS
Enhance our comfort with the VAM Visualization Tool

Let’s dive into the VAM Visualization Tool.
There is significant evidence that the teacher’s impact on student learning has been greater than expected after controlling for factors that impact student growth.
There is evidence that the teacher's impact on student learning meets expectations after controlling for factors that impact student growth.

There is moderate evidence that the teacher's impact on student learning has been less than expected after controlling for factors that impact student growth.
There is **significant evidence** that the teacher's impact on student learning has been **less than expected** after controlling for factors that impact student growth.

**It’s All In How You Use It**

*How can we use this tool to support our work?*

**Task:** Consider how the four reports in the VAM Visualization tool can support your work.

1. **Sort** each use case by the report it matches.
2. **Explore** other use cases for each of the reports and **note** your ideas on a sticky note (1 sticky note per report).
3. **Add** sticky notes to each of the four categories.

With a group/partner:

**Explore Use Cases**

7 minutes

Be ready to share one other use case!
It’s All In How You Use It (1)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

District/School Teacher Search

District/School Teacher Search

Teacher List by School

Teacher List by School

District Teacher Summary

District Teacher Summary

Statewide VAM Search

Statewide VAM Search

Use Case

Use Case

Use Case

Use Case

It’s All In How You Use It (2)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

Identify every teacher in your school or district who has a [insert grade, subject, or course] VAM rating of Effective and/or Highly Effective.
It’s All In How You Use It (3)
How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

Report: Teacher List by School

<table>
<thead>
<tr>
<th>Teacher Name</th>
<th>Test</th>
<th>Subject</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABC</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Use Case

It’s All In How You Use It (4)
How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

You are planning for ongoing professional learning opportunities, and you need to generate an inclusive list of teachers at a specific school sorted by VAM Rating/Performance Level.
It’s All In How You Use It (5)
How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

It’s All In How You Use It (6)
How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

Produce a graph that shows 2 year-FSA Aggregate Combined performance levels for a school and then identify, specifically, which teachers may need additional support.
It’s All In How You Use It (7)
How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

It’s All In How You Use It (8)
How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

Create a list of teachers from a nearby district that have a BSI VAM Rating of Highly Effective for the most recent year. Pin ten teachers of interest and export the list to support further discussions around teacher recruitment efforts.
Questions?

USING THE TOOL MEANINGFULLY

Explore positive and effective uses of the VAM Visualization Tool
Remember:
Data should be used as a FLASHLIGHT
Not a HAMMER!

Shift the Focus:
How can we help teachers recognize their own intuitive understandings, develop them further, and explore new directions?
Teacher 3-Year Aggregate Reports (2)

3-Year FSA Aggregate Combined

VAM Ratings
- Highly Effective
- Effective
- Needs Improvement
- Unsatisfactory

Other Teacher Reports

1-Year and 2-Year Aggregates

Component Reports
Other Teacher Reports (1)

Performance Levels
- Above
- Meets
- Below
- Well Below

2022 1-Year FSA Aggregate Combined

<table>
<thead>
<tr>
<th>Year</th>
<th>VAM Score</th>
<th>Standard Error</th>
<th>Student Assessments</th>
<th>VAM Rating/Performance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 1-Year FSA Aggregate Combined</td>
<td>0.952</td>
<td>0.183</td>
<td>40</td>
<td>Meets</td>
</tr>
<tr>
<td>2022 1-Year FSA Aggregate Combined</td>
<td>0.421</td>
<td>0.117</td>
<td>43</td>
<td>Above</td>
</tr>
</tbody>
</table>

What is included in 2021-22?

<table>
<thead>
<tr>
<th>Year</th>
<th>Grade</th>
<th>Test/Subject</th>
<th>Included</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021-22</td>
<td>4</td>
<td>FSA English Language Arts (ELA)</td>
<td>✔️</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>FSA Mathematics</td>
<td>✔️</td>
</tr>
</tbody>
</table>

Other Teacher Reports (2)

Performance Levels
- Above
- Meets
- Below
- Well Below

VAM Score Compared to the Standard

- Raw VAM Score for Grade and Subject
- 95% Confidence Interval
- 68% Confidence Interval

Standard *

* The Standard represents the point at which the teacher's students' scores, on average, align with expectations.

VAM Scores for Individual Subjects and Grades

<table>
<thead>
<tr>
<th>Year</th>
<th>Raw VAM Score for Grade and Subject</th>
<th>Standard Error</th>
<th>Student Assessments</th>
<th>VAM Rating/Performance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>2.466</td>
<td>3.808</td>
<td>20</td>
<td>Meets</td>
</tr>
<tr>
<td>2022</td>
<td>9.675</td>
<td>2.053</td>
<td>22</td>
<td>Above</td>
</tr>
</tbody>
</table>
Other Teacher Reports (3)

1-Year and 2-Year Aggregates

Component Reports

Teacher’s Student Roster – Actual Scores and Expected Scores

Data in the Student List includes 2021-22 only.

<table>
<thead>
<tr>
<th>Student</th>
<th>Actual Score</th>
<th>Expected Score</th>
<th>Difference between Actual and Expected Score</th>
<th>2020-21 Performance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student-GenWc</td>
<td>332</td>
<td>344.653</td>
<td>-12.63</td>
<td>L3</td>
</tr>
<tr>
<td>Student-GenNF</td>
<td>352</td>
<td>357.067</td>
<td>-5.07</td>
<td>L4</td>
</tr>
<tr>
<td>Student-GnxH</td>
<td>351</td>
<td>357.688</td>
<td>-6.688</td>
<td>L4</td>
</tr>
<tr>
<td>Student-GpZS</td>
<td>314</td>
<td>322.057</td>
<td>-8.057</td>
<td>L2</td>
</tr>
<tr>
<td>Student-Glbk</td>
<td>320</td>
<td>321.004</td>
<td>-1.004</td>
<td>L2</td>
</tr>
<tr>
<td>Student-QHZb</td>
<td>331</td>
<td>310.212</td>
<td>20.788</td>
<td>L3</td>
</tr>
</tbody>
</table>

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Broadening Our Perspective
How can we use this tool to support our work?

Task: Practice using the VAM Visualization Tool to problem solve through the lens of different school-based roles.

1. Explore the scenarios using the VAM Visualization Tool.
2. Document the steps you took to complete the situation and task.
3. Reflect on what you’ve learned from the data.

---

**Scenario A**

**ROLE**

**Superintendent**

**SITUATION**
You are developing an instructional advisory board for the district, and you need to invite highly effective teachers from different grade levels in both ELA and math.

**TASK**
Use the VAM Visualization Tool to identify highly effective teachers from different grade levels for both ELA and math.

---

**ROLE**

**School Administrator**

**SITUATION**
You know that a highly effective math teacher is retiring soon. The remaining math teachers on the team lack experience and need to further develop their skills.

**TASK**
Use the VAM Visualization Tool to search within your district for an experienced and effective math teacher to possibly serve as a mentor to the team.
### Scenario B

**ROLE**
School Administrator

**SITUATION**
You know that a large population of students are advancing to the next grade level, and that one teacher will need to move up with them.

**TASK**
Use the VAM Visualization Tool to inform your reassignment of a teacher, ensuring that the balance of teacher effectiveness remains strong on both grade level teams.

### Scenario C

**ROLE**
Instructional Coach

**SITUATION**
You are starting a new position as an instructional coach, and you want to know which subject area—math or ELA—has the greatest need for your support.

**TASK**
Use the VAM Visualization Tool to compare teachers’ effectiveness in math and ELA to determine your focus area(s).
### Scenario D

**ROLE**: School Counselor  

**SITUATION**: A new student enrolled soon after the winter break. You see from their academic records that they are on track in ELA but significantly behind in math.

**TASK**: Use the VAM Visualization Tool to inform your recommendation for the teacher classroom placement.

### Scenario E

**ROLE**: Classroom Teacher  

**SITUATION**: Last year, you tried a new student grouping strategy, and you want to know if you were more effective in supporting your students last year than in years prior.

**TASK**: Use the VAM Visualization Tool to view multiple years of data to compare your effectiveness in prior years with the most recent year.
Let’s Dialogue About Data

Use the sentence frames below, in order, to process with a partner(s).

1. While exploring ________, I discovered _____________.

2. The VAM Visualization Tool will be helpful when ___________.

3. Something I need to consider is _____________.

4. My next steps will include _____________.

Questions?
The Purpose of Today’s Session

Enhance your comfort with the tool
Explore positive and effective uses
Encourage reflection for growth

Inform teaching and learning for all!
Teacher Discussion Protocol
For Encouragement and Support

Monitor the plan
Celebrate successes
Advocate for needs
Identify areas for improvement
Develop a plan

Students

SURVEY AND LAUNCH
Encourage reflection and growth
Quick Survey

[Searchable link]

You are the real superheroes.
Thank you for your time and participation today!

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