Teacher Effectiveness Evaluation
Measuring Student Growth in Baltimore City Schools

October 2013
Teacher Effectiveness Evaluation

50%: Student Growth
- Student Growth Measure (35%)
  - Individual Student Growth Measure (teachers in tested grades and subjects)
  - All-Student Growth Measure (teachers in non-tested grades and subjects)
- School Performance Measure (15%)

50%: Professional Practice
- Measures of Teacher Effectiveness
  - Professional Expectations Measure (15%)
- Classroom Observations (35%)

Student surveys will be field tested in 2013-14, not used as a weighted component. Data will be given to principals.

SLOs will be field-tested with no stakes in 13-14. In 14-15, teachers in non-tested subjects and grades will have SLOs as their individual student growth measure.
Which Teachers Receive Individual Growth Model Scores?

- Teachers with students that take the following assessments:
  - Stanford 10, grades 2
  - MSA Reading and Math, grades 3-8
  - Courses that trigger HSA Algebra, Biology, English, and Government in grades 8-12
Understanding Student Growth

- The following video will walk us through the difference between the following ways of looking at student test scores:
  - Achievement Model
  - Gain Model
  - Value-Added Model
- [Link](http://varc.wceruw.org/tutorials/Oak/index.htm)
A Growth Model is the teacher’s contribution to student growth.

The model calculates a predicted test score for a student in a given grade and subject.

The predicted score is based on the student’s prior academic achievement (and other factors).

Then, we compare the student’s predicted score to the actual score in the grade and subject.

The difference between the predicted score and the actual score is called the teacher’s growth score.
City Schools Growth Model

**Traditional Value-Added Models**
- Controls for student characteristics
- Controls for one prior score

**City Schools Growth Model**
- Controls for student and school characteristics
- Controls for two prior test scores (where available)
- Averages teacher estimates over 2 years
- Controls for measurement error in tests
- Addresses errors caused by smaller number of students
Measures of Student Growth: City Schools’ Growth Model

The Growth Model accounts for factors that impact student growth, including:

1. Prior Achievement (2 prior years)
2. Prior-year student attendance
3. Student mobility
4. Student ELL status
5. Student FARMS status
6. Student Special Education Status
7. Whether student skipped/repeated grade
Lessons Learned On Value-Added

- Don’t refer to it as value-added
- Basic understanding leads to greater accepting of how growth models represent best available option amidst state requirements
- A key point in any of our messages is that it is based on average growth within the district
- Focus on the difference between predictions and actual rather than trying to explain how predictions are generated
- The specific choice of control variables is extremely important for teachers regardless of the actual impact
  - Advisory group
  - Special Education