Urbana School District #116

Our Response to PERA

& Implementation of Student Growth

Joint Annual Conference

November 21, 2014

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Setting the Context

- USD116 adopted a Strategic Plan in 2011
- USD116 joined RTTT in 2012
- **Driven by what is in the best interest of our students**
- Mission:
  - *Personally challenging educational goals*
  - *Engagement*
  - *Comprehensive and innovative programs*

Timeline for PERA Implementation

2011-2012	2012-2013	2013-2014	2014-2015
Joint Committee for Sequence of Dismissal (SOD) determine criteria	Full Implementation of Summative Evaluations Ratings (4) & Sequence of Dismissal guidelines	SSEP Implemented using Danielson Framework *(100% of summative rating)*	Full Implementation of all Components
	Joint Committees for Supportive Supervision & Evaluation (SSEP) and Student Growth Model (SGM) determine criteria	**Student Growth Implemented** *(no stakes)*	**SSEP (70%)** **Student Growth (30%)**

Overview of Student Growth Model

- **Definition:**

  - "*...Demonstrable change* in a student's learning *between two or more points in time.*"

- **Simple Growth Model:**

  - Compares pre- and post-performance data to measure student growth in the classroom

  - Accurately reflects the progress of students in all classroom settings

  - Answers the question, "*What will students learn this year and how will we know they learned it?*"

Student Growth Objectives (SGOs)

- **SGOs are:**

  – Measureable, significant academic growth targets that a teacher, or group of teachers, set at the beginning of each course or grade for *the majority of the student population (at least one entire class)*.

  – **All teachers (including during non-evaluation years) will participate in developing a minimum of one SGO per year.**

    • *It is encouraged that teachers work with their teaching teams to develop SGOs and work towards meeting SGOs collaboratively.*

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Student Growth Objectives (SGOs)

- **Each SGO includes…**
  - Course Name or Grade Level
  - Overarching Student Objective
  - Rationale for the objective
  - Standard(s) the SGO aligns with
  - Student population included in the objective
  - Interval of Instructional Time covered by the SGO
  - Baseline or Pre-performance Data
  - Assessments that will be used to measure student progress *(one Type III & one Type I or Type II)*
  - *Projected Student Growth*

SGOs: Assessment Quality

- All teachers must use **one Type III** _and_ **one Type I or Type II Assessment**

  – _If no Type I or II is available, then two Type III assessments may be used per agreement between the teacher and the evaluator_

- The Joint Committee has identified and pre-approved Type I and Type II Assessments

- The Joint Committee has identified criteria and guidelines for development of Type III Assessments

SGOs: Projected Growth

- **Tiered Projected Growth**
  - *It is strongly encouraged that teachers tier the projected growth to account for varying levels of student performance*

Projected Growth	Group A	Group B	Group C
	Of my 10 students scoring at a level 3 or 4, 8 students will maintain or improve their score to a level 4	Of my 10 students scoring at a level 2, 8 students will improve to at least a level 3	Of my 10 students scoring at a level 1, 8 students will improve to at least a level 3

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SGOs: Summative Evaluation Rating

- **Calculating Teacher Performance on SGO**

  - *Each tiered group may be given an individual score to be averaged, which will result in an overall rating for the designated assessment.*

Unsatisfactory (1)	Needs Improvement (2.5)	Proficient (3)	Excellent (4)
The data indicates the entire student population showed no growth.	The data indicates the student population did not meet the growth objective on the designated assessment.	The data indicates the student population met the growth objective on the designated assessment.	The data indicates student population exceeded the growth objective (either by number of students or amount of growth) on the designated assessment.

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Example of Summative Evaluation

- **SSEP is 70% of Summative Rating**
- **Student Growth is 30% of Summative Rating**

Domain Scores	D1: 3.5 Excellent	D2: 3.6 Excellent	D3: 3.0 Proficient	D4: 3.4 Proficient	Average: 3.37
Student Growth Score	Assessment Type III: 3.5		Assessment Type II: 3.3		Average: 3.4
Calculating the Summative Evaluation Rating	3.37 x 70% = 2.36 3.4 x 30% = 1.02 2.36 + 1.02 = 3.38				

Summative Evaluation Rating is 3.38, Proficient

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Questions?