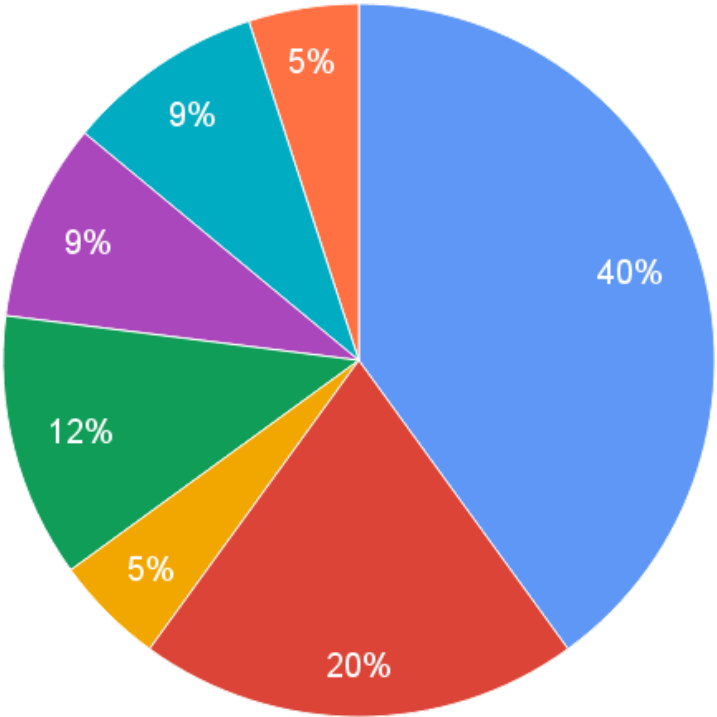


Educator Effectiveness Labels

- 2018-19 School Year

Breakdown of Effectiveness Score

| | | % of total score | Max Points |
|--|--------------------------------------|------------------|------------|
| | LOI Scores (% of total) | 40% | 200 |
| | % of LOI elements rated 3 or higher | 20% | 100 |
| | School AZELLA reclassification rate | 5% | 25 |
| | AzMERIT Growth | 12% | 60 |
| | DIBELS Reading Fluency student data | 9% | 45 |
| | Math Interim Assessment student data | 9% | 45 |
| | Student Survey | 5% | 25 |
| | TOTAL | | 500 |



LOI Observation Scores (60% of total)

40%: Total LOI points earned (maximum 200 points)

Add all points earned during both observations and divide by the total points possible

20%: Percent of elements rated 3 or higher (maximum 100 points)

Count the number of elements rated 3, 4, or 5 and divide by the total number of elements rated in both observations

Student Data

Student data comprises 40% of the calculated teacher effectiveness score.

- State policy requires that data comprise between 33% and 50% of the overall score.
- At least 20% of the overall score must be based on student growth.



To which “category” do I belong?

GROUP A Teachers

Any grade-level teacher with a ‘homeroom’ of at least 15 students.

Junior high content area teachers are considered Group A.

Group A teachers are attached to the reading and math data for all students who they teach regularly (not necessarily just those in their homeroom).

GROUP B Teachers

Teachers without homerooms

(special areas, special education, interventionists)

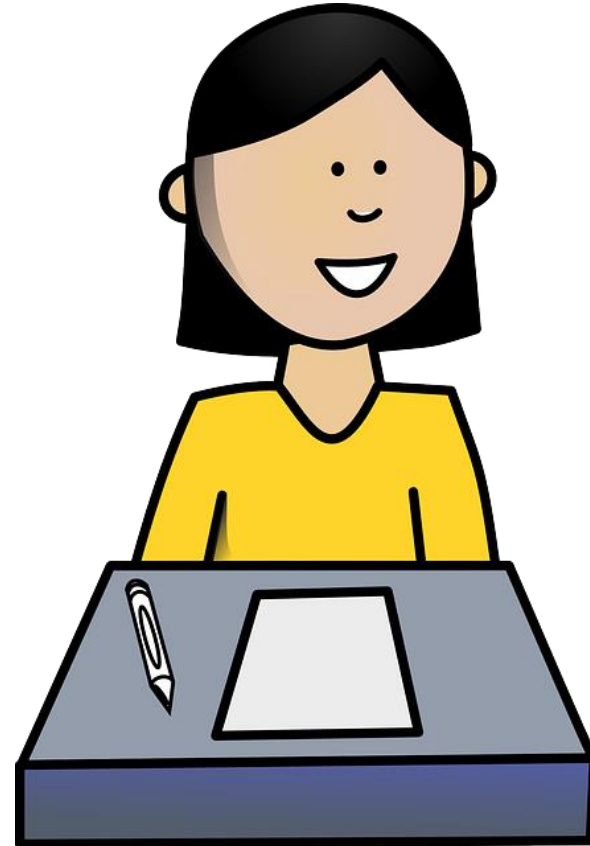
Group B teachers are attached to the reading and math data for their entire school.

(Preschool teachers are attached to district student data)

Eligible Students

Must have been enrolled for at least 120 days.

In order for reading and math data to count, the student must have taken both a fall and a spring benchmark.



AzMERIT Data (12% of total)

AzMERIT data will be analyzed and used in multiple ways for the purpose of determine teacher effectiveness.

Growth comparison to school results

How does my students' pass rate (proficient and highly proficient) compare to the pass rate for my grade level **at my school** last year? (3% for reading, 3% for math)

For example:

My fourth grade class this year attains a 40% pass rate. Last year, 4th graders at my school attained a 37% pass rate. Therefore, my growth is 3%, equaling 12 points toward my effectiveness score.

| <u>Growth</u> | % points earned | Actual points earned |
|-----------------------|-----------------|----------------------|
| Negative growth (<0%) | 0% | 0 |
| 0% to 0.99% | 40% | 6 |
| 1% to 2.99% | 60% | 9 |
| 3% to 4.99% | 80% | 12 |
| 5% or greater | 100% | 15 |

Growth comparison to district results

How does my students' pass rate (proficient and highly proficient) compare to the pass rate for my grade level **in the district** last year? (3% for reading, 3% for math)

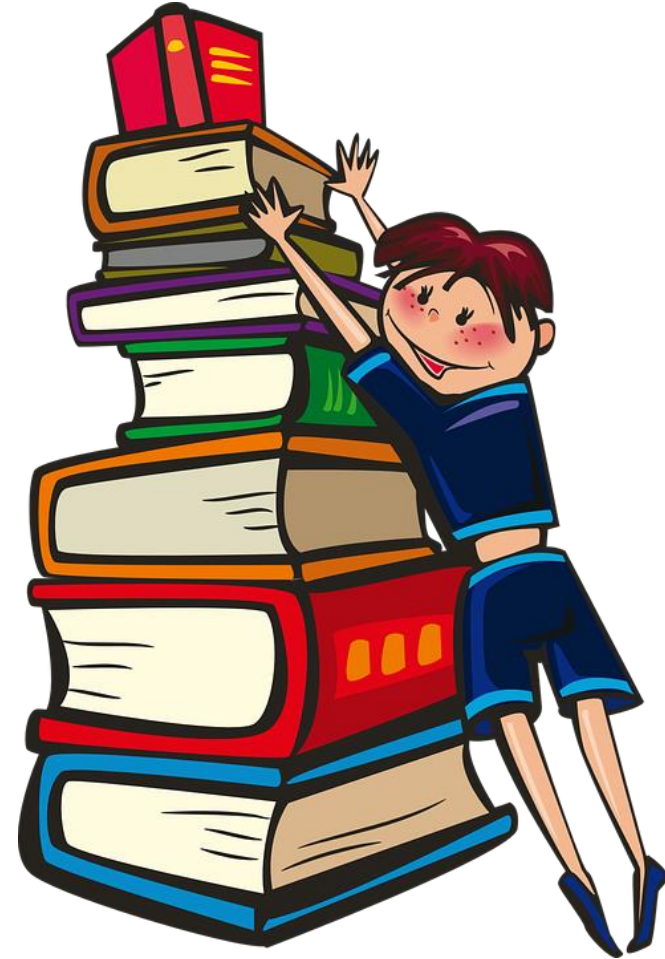
For example:

My fourth grade class this year attains a 40% pass rate. Last year, 4th graders in the district attained a 32% pass rate. Therefore, my growth is 8%, equaling 15 points toward my effectiveness score.

Reading Fluency (9%)

The reading fluency score is determined by calculating the percentage of students who meet the growth expectation in ONE of two ways:

- 1) Student meets the grade level fluency expectation (WPM) at the end of the year
- 2) Student demonstrates grade level rate of improvement over the course of the year



Additional Student Data (10%)

AZELLA Reclassification rate (5%)

The percent of students at the school who reclassify as proficient on AZELLA, as determined by the state.

Student Survey (5%)

The overall satisfaction rate indicated by the student survey

The overall rate is multiplied by 25 to determine the number of points earned.

The student survey is currently scheduled to be administered on April/May 2018.

| <u>Reclassification rate</u> | <u>% points earned</u> | actual points earned |
|------------------------------|------------------------|----------------------|
| 21% or higher | 100% | 25 |
| 16-20% | 80% | 20 |
| 11-15% | 60% | 15 |
| 6-10% | 40% | 10 |
| 0-5% | 20% | 5 |

| Label | Effectiveness Score |
|------------------|---------------------|
| Ineffective | 100-199 points |
| Developing | 200-299 points |
| Effective | 300-399 points |
| Highly Effective | 400-500 points |