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Ohio | Department of Education

COMBINING THE STUDENT GROWTH MEASURES IN THE EDUCATOR EVALUATION SYSTEMS

This document is intended to provide a quick introduction to the process for combining student growth measures in the educator evaluation systems. More details including examples of scenarios and FAQs will be forthcoming.

Student growth measures will be used in the evaluation of teachers and principals in Ohio. The makeup of these measures depends on data availability and LEA decisions. This document describes the overall process for combining multiple measures of student growth into a *student growth rating* that comprises 50% of the educator effectiveness rating.

While there are different types of student growth measures, they are intended to be comparable and consistent across educators. The other 50% of the educator effectiveness rating, performance on the educator standards, should also be comparable and consistent across educators. Both the performance portion and the student growth portion include multiple measures and the use of professional judgment to some degree. Therefore, the final summative rating reflects a representative view of an educator's performance.

STEP 1: The **district plan** will determine the student growth percentages for each of the three categories of educators for each measure. (See http://education.ohio.gov/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=1230&ContentID=125742 for more information on these categories). The plan will be submitted into the electronic Teacher and Principal Evaluation System (eTPES):

Educator Category	Value-Added %	Vendor Assessment %	LEA Measures %		Total = 50%
			SLOs*	Shared Attribution	
A: Value-Added	_____%		_____%	_____%	**50%**
B: ODE-Approved Vendor Assessment		_____%	_____%	_____%	**50%**
C: LEA Measures			_____%	_____%	**50%**

* For Category A, teachers with Value-Added may also include ODE-Approved Vendor Assessment data in this LEA Measure. For principals, this could also include aggregate teacher ratings.

Districts will submit a default plan into eTPES. If the LEA decides to allow variation from the default percentages, then they must make manual adjustments within eTPES.

- Districts should try to be as consistent as possible when setting percentages.
- Percentages should not be determined by individual teachers or on a teacher-by-teacher basis.

Valid reasons for variation. While trying to maintain consistency, there are some valid reasons for variations in default percentages within teacher categories. Valid reasons include:

- Number of years of data (e.g. one year vs. three years of Value-Added data)
- Types of Value-Added reports (having MRM or URM composite vs. having both)
- Number of ODE- Approved Vendor Assessment reports (e.g. having one report vs. four)

STEP 2: The LEAs will **enter the SGM** data using an individual teacher or principal worksheet in the eTPES. Teacher-level Value-Added data will be automatically uploaded. Other measures must be manually entered.

Individual educators may have up to two types of measures depending on their category. In other words, *A: Value-Added* teachers may have Value-Added and LEA measures; *B: Vendor Assessment* teachers may have Vendor Assessments and LEA measures; and *C: LEA Measures* teachers will only have LEA measures.

STEP 3: The **multiple measures are combined** in the eTPES. When preparing to combine the multiple measures, it is important to take note of the following requirements:

- *All scores within each type of measure must be weighted equally.* For example, if **a** teacher uses four SLOs as her four LEA measures, then all four must be weighted the same. Similarly, if four ODE-Approved Vendor Assessments are utilized, then all four must be weighted the same.

- *Shared Attribution is weighted separately*. While shared attribution is considered an LEA measure, it is weighted separately from SLOs, and is not required to be weighted equally. LEAs may choose to use this measure as a collaborative team measure applied consistently to all educators. LEAs can determine this percentage.

- *Maximum of five measures within in any type of measure*. For example, there can be no more than five ODE-approved Vendor Assessments or no more than five LEA measures for any one educator. Here are the measures within each type of measure:
    - Value-Added: MRM composite and URM Composite reports, as reported in EVAAS
    - ODE-Approved Vendor Assessment: Up to five ODE-approved Vendor Assessment scores (e.g. five different assessments)
    - LEA Measures: Up to five LEA measures including 2-4 SLOs and/or Shared Attribution measure (additionally, Category A: Value-Added teachers who are also utilizing Vendor Assessment data would include it here)

Each of these measures is scored on a five-level rating. The eTPES lookup tables automatically make the conversion to three levels for the student growth rating. Once entered into eTPES, the system calculates the final summative rating for the educator's evaluation.