

**MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:****October 2015**

**REPORT ON DISTRICT ALIGNMENT TO THE  
ESSENTIAL PRINCIPLES OF EFFECTIVE EVALUATION**

**STATUTORY AUTHORITY:**

Section 161.380.22, RSMo; Section 161.092,  
RSMo and Section 168.128, RSMo

Consent  
Item

Action  
Item

Report  
Item

**DEPARTMENT GOAL NO. 3:**

Missouri will prepare, develop, and support effective educators.

**SUMMARY:**

The seven Essential Principles of Effective Evaluation establish requirements for the evaluation of educators for all public school districts and charter schools. Six of seven Essential Principles were to be in place in the 2014-2015 school year. Implementation of the seventh Essential Principle, the use of student growth measures as a part of evaluating educators, begins this year.

School districts and charter schools provide data to the Department about their local evaluation process and alignment to the Essential Principles of Effective Evaluation. This presentation provides an overview of the data submitted in June 2015.

**PRESENTER:**

Paul Katnik, Assistant Commissioner, Office of Educator Quality, will participate in the presentation and discussion of this item.



# Report on LEA Alignment to the Seven Essential Principles of Effective Evaluation

October 2015

Missouri Department  
of Elementary and Secondary Education

# Evaluation Models in Use

<b>Evaluation Model</b>	<b>2014</b>	<b>2015</b>	<b>Change</b>
<b>MISSOURI MODEL EVALUATION</b>	<b>16.4</b>	<b>24.5</b>	<b>+ 8.1</b>
<b>REVISED MISSOURI MODEL</b>	<b>7.9</b>	<b>12.9</b>	<b>+ 5.0</b>
<b>NEE MODEL (MU)</b>	<b>28.2</b>	<b>41.3</b>	<b>+ 13.1</b>
<b>MARZANO MODEL</b>	<b>1.6</b>	<b>1.5</b>	<b>- 0.1</b>
<b>DANIELSON MODEL</b>	<b>1.4</b>	<b>1.8</b>	<b>- 0.4</b>
<b>DISTRICT MODEL USING MO STANDARDS</b>	<b>19</b>	<b>12.7</b>	<b>- 6.3</b>
<b>DISTRICT MODEL USING DISTRICT STANDARDS</b>	<b>16.6</b>	<b>4.2</b>	<b>- 12.4</b>
<b>OTHER</b>	<b>10.5</b>	<b>1.5</b>	<b>- 9.0</b>
<b>NO EVALUATION SYSTEM</b>	<b>0.4</b>	<b>0.2</b>	<b>- 0.2</b>

# Seven Essential Principles

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Principle 1: Research-Based Evaluation

Principle 2: Differentiated Rating Levels

Principle 3: Probationary Period

Principle 4: Student Academic Growth\*

Principle 5: Meaningful Feedback

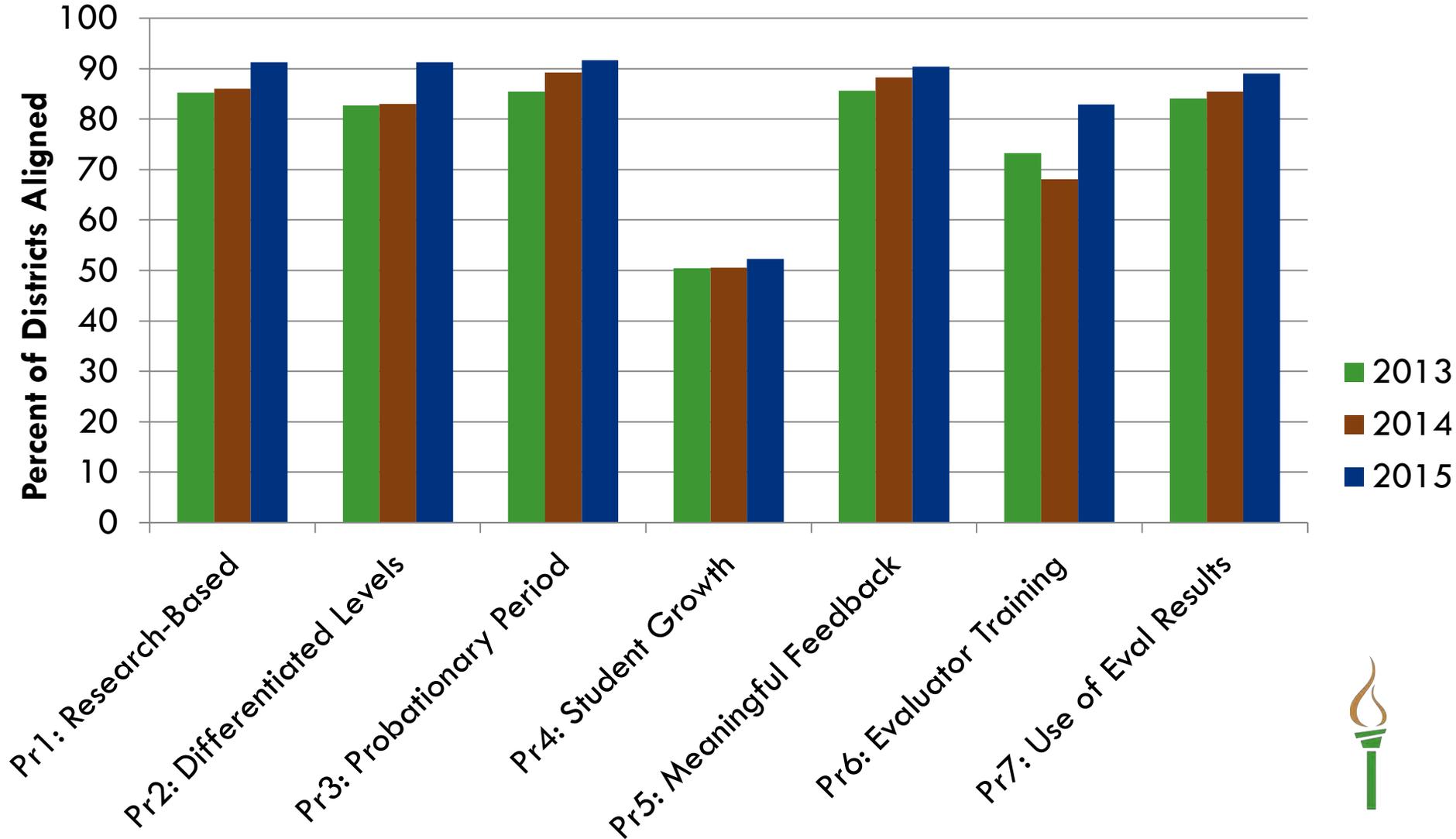
Principle 6: Evaluator Training

Principle 7: Use of Evaluation Results

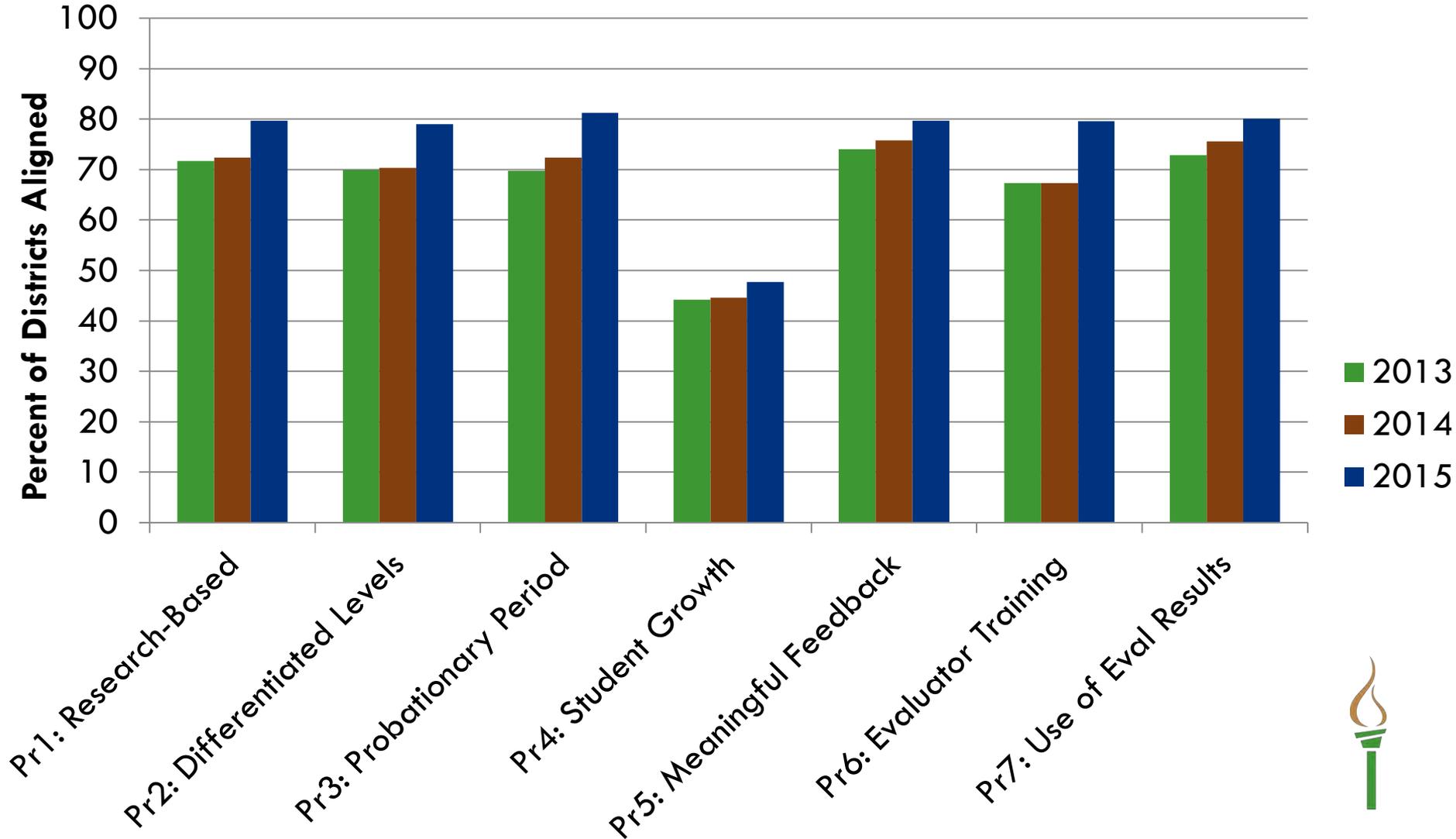
*\*Alignment required beginning this year*



# Teacher Evaluation Alignment

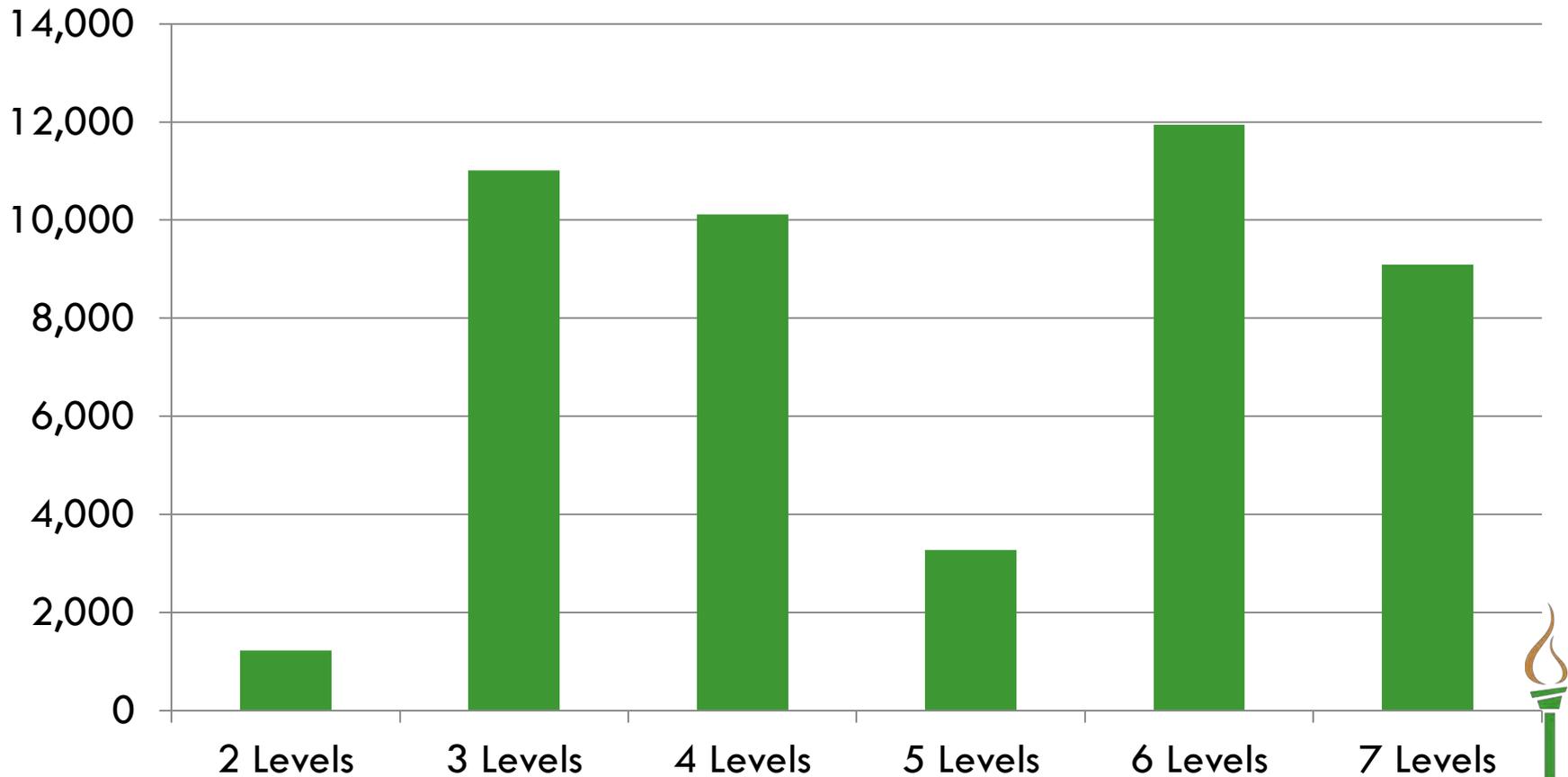


# Principal Evaluation Alignment

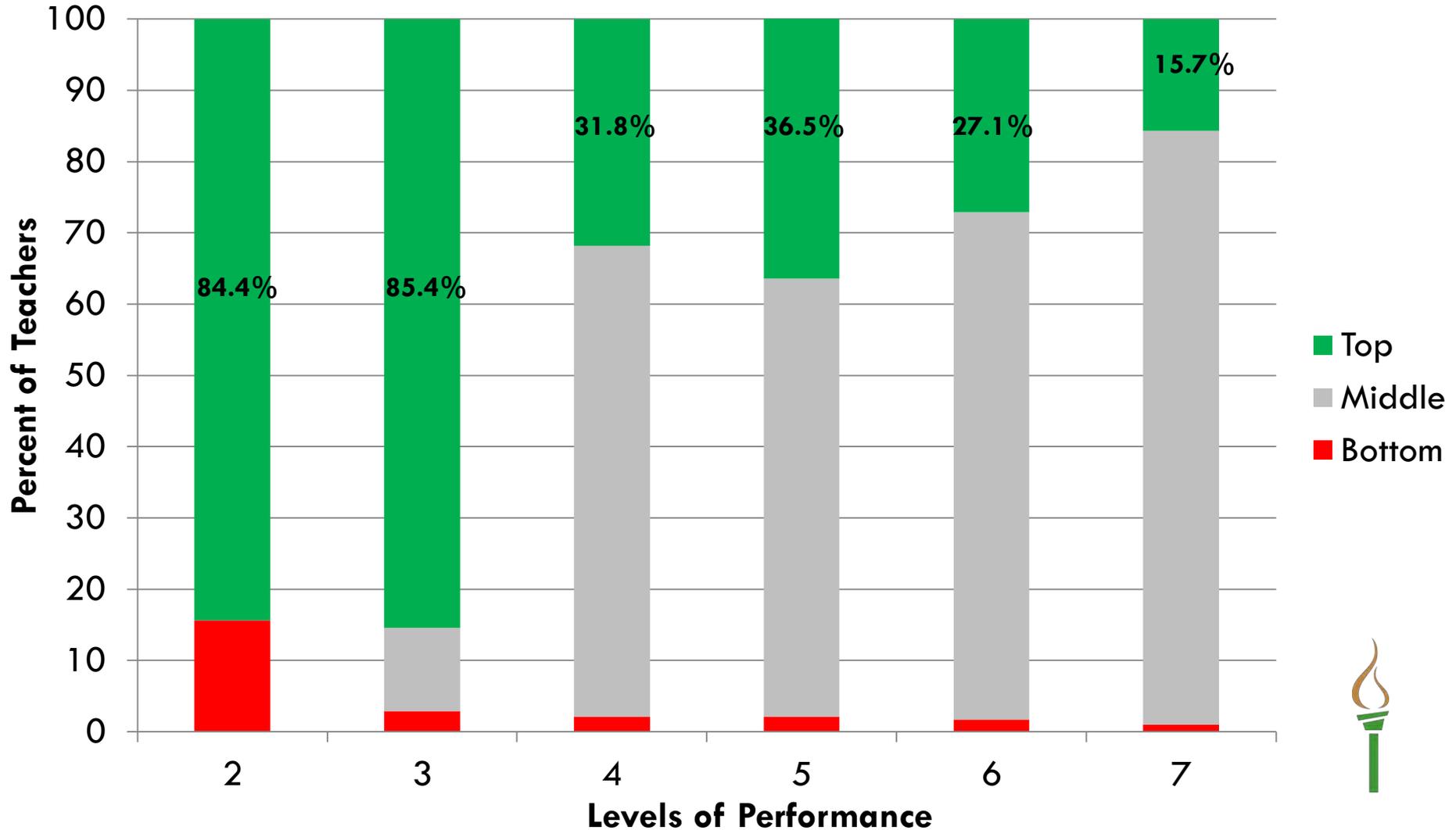


# Teacher Evaluation Performance Levels

**Number of teachers evaluated with models using  
2 - 7 performance levels**

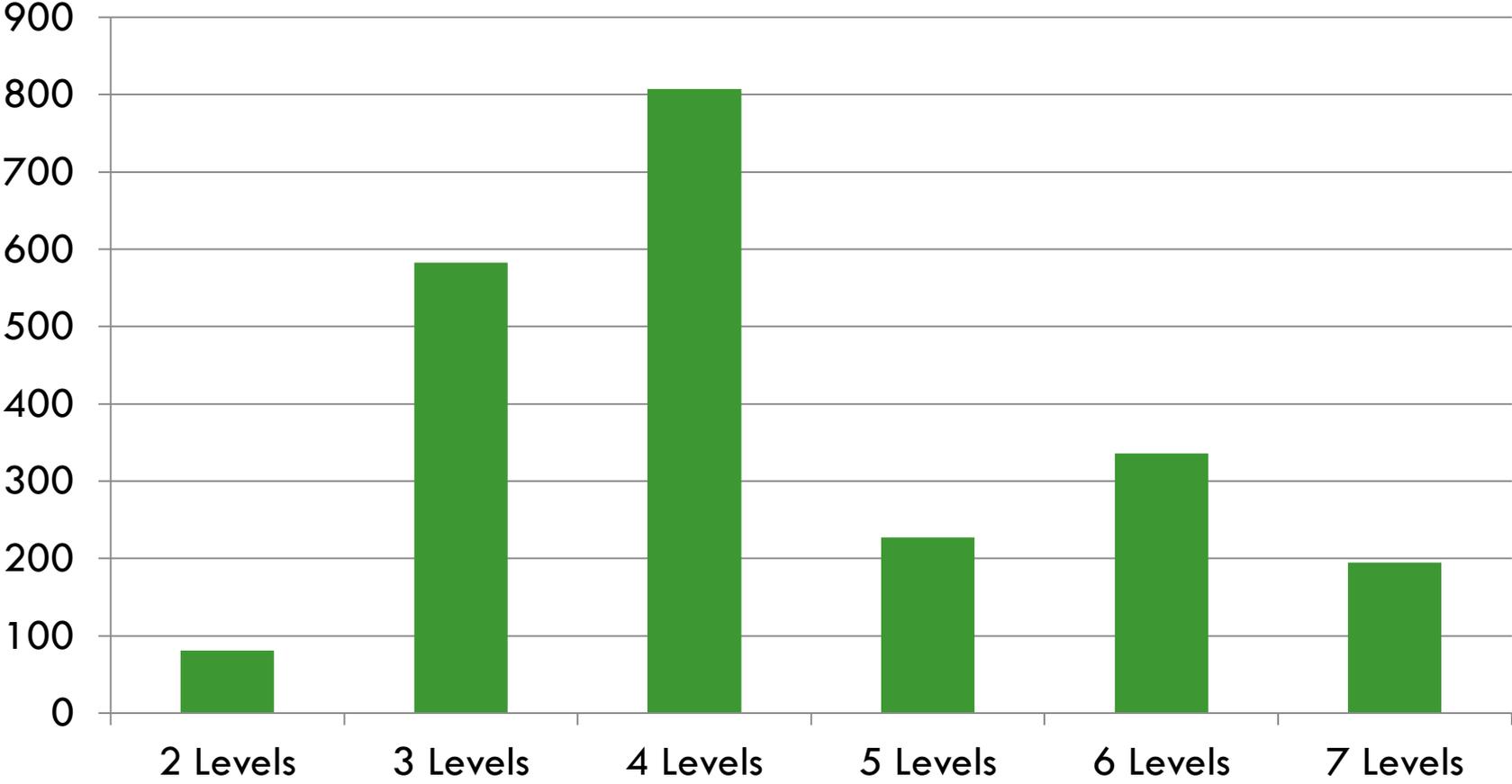


# Teachers Ratings by Level

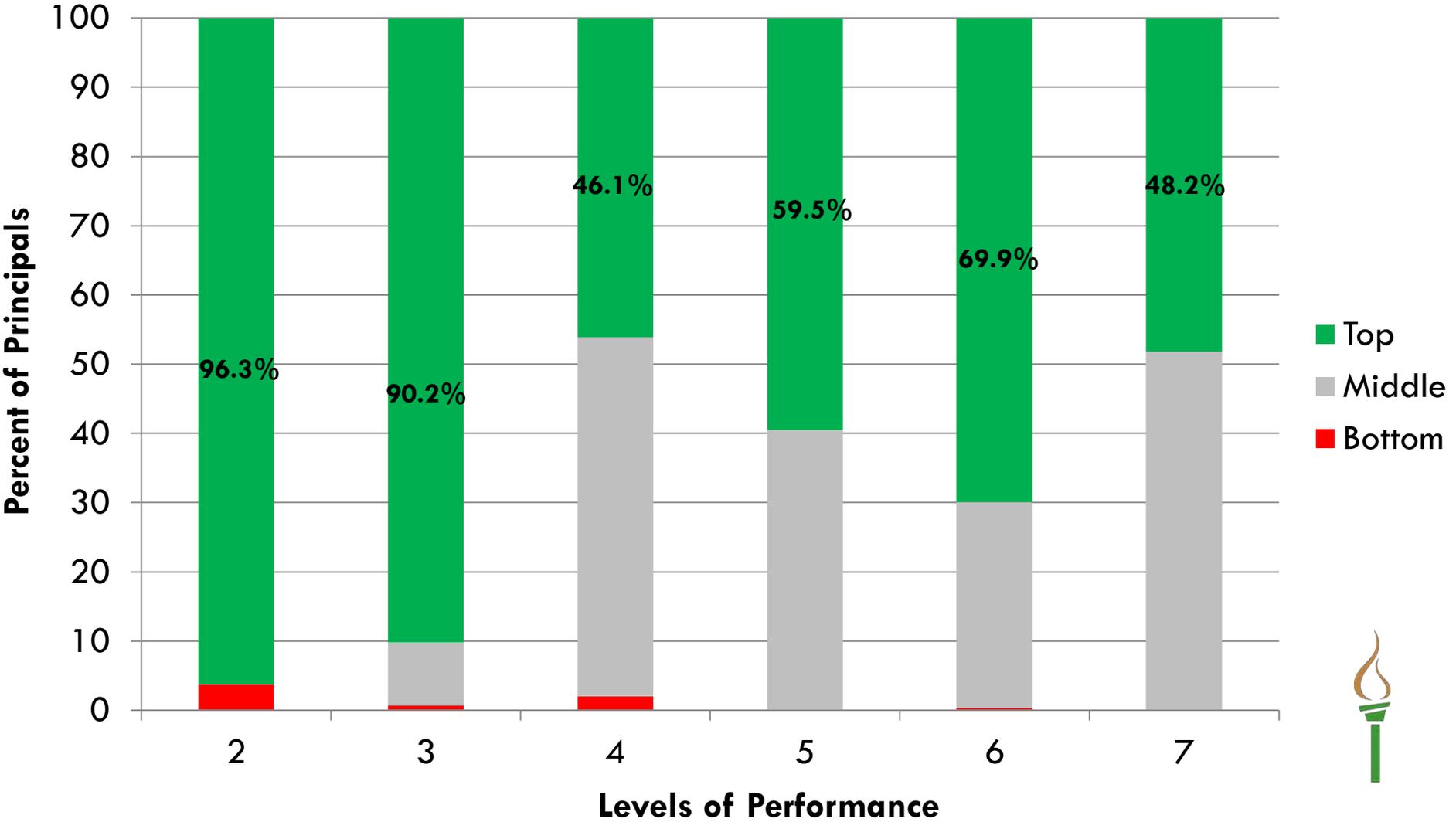


# Principal Evaluation Performance Levels

**Number of principals evaluated with models using 2 - 7 performance levels**



# Principal Ratings by Level



# Educator Evaluation Highlights

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- Nearly 80% of LEAs use a version of the state model (37.4%) or the MU model, NEE (41.3%)
  - Both models use the same standards and indicators
  - Both models emphasize regular observations and meaningful feedback
- Training for evaluators saw the biggest gains last year to this year for both teacher (9.6%) and principals (12.3%) followed by the use of differentiated levels
- Smaller percentages of teachers score at the top level than do at the middle level; not the case for principals
- Alignment to the principles has improved over time
- Approximately 50 LEAs are not fully aligned to 6 of the 7 Essential Principles



# Available support for LEAs

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- ❑ Direct technical assistance to those LEAs not aligned
- ❑ Missouri Observation Simulation Tool
- ❑ Training on student growth measures
- ❑ Feedback clinics
- ❑ Educator Growth Toolbox
- ❑ Regional evaluation trainers
- ❑ Effective Evaluation Implementation Rubric



***Questions ???***