A Series of Four Assessments

- Capture Candidate Performance During Student Teaching/Internship
- Educational Testing Service (ETS)
  - Pre-Service Teacher Assessment (MoPTA)
  - School Leaders Performance Assessment (MoSLPA)
  - School Counselors Assessment (MoSCPA)
  - Librarian Assessment (MoLPA)
MoSLPA Development Team

- **Elementary School Principals**
  - Gustava Cooper-Baker
  - Karla Spear

- **Middle School Principals**
  - Tom Okruch

- **High School Principals**
  - Kim Hawley
  - Joe Mintner
  - Jeremy Watt
  - Dan Wiebers
MoSLPA Development Team

- Superintendents
  - James Masters
  - Cindy Barnes
  - Art McCoy

- Leadership Preparation Faculty
  - Paul Watkins
  - Mick Arnold
  - Carol Maher
  - Kim Finch
  - Shelton Smith
Missouri School Leaders Performance Assessment (MoSLPA) Test Code #0252
- Development Began – June 2013
- Tryout – Fall 2013 & Pilot – Spring 2014
- Training & Scoring – June 2015
- Standard Setting – August 20-21, 2015
- Recommendations (E-Meetings)
  - MABEP – September 16, 2015
  - MACCE – September 17, 2015
Alignment with Standards

- Missouri School Leaders Standards & Quality Indicators
- Interstate School Leaders Licensure Consortium Standards (ISLLC)
- Identified – The Just Qualified Candidate (JQC)
  - Six Standards
  - Thirteen Quality Indicators
Building a Performance Assessment

- Three Basic Questions
  - Who is an Administrative Intern?
  - What should he/she be able to do?
  - How do you measure it?

- Research Based
  - Evidence-Centered Design
    - Mislevy, Almond, Lukas
  - Multiple Research Notations Referenced
  - Developing Performance Tasks
The Performance Tasks

- Series of 3 Tasks
  - Task #1 – Problem Solving in the Field
  - Task #2 – Supporting Continuous Professional Development
  - Task #3 – Creating a Collaborative Team

- Each Task Has Four Steps
- Each Step is Scored on a Four Point Scale
- Task #3 is Double-Weighted
- Scoring is conducted by trained raters.
Task #1

- Problem Solving in the Field
  - Step 1 – Identifying a Problem/Challenge – 4 Points
  - Step 2 – Researching/Developing a Plan – 4 Points
  - Step 3 – Implementing the Plan – 4 Points
  - Step 4 – Reflecting on the Plan & Resolution – 4 Points

- Total Number of Points 16
Task #2

- **Supporting Continuous Professional Development**
  - Step 1 – Designing Building-Level Professional Development – 4 Points
  - Step 2 – Implementing Building Level Professional Development – 4 Points
  - Step 3 – Analyzing Three Teachers’ Responses – 4 Points
  - Step 4 – Reflecting on Building-Level Professional Development – 4 Points

- A Total Number of 16 Points
Task #3

- Creating a Collaborative Team
  - Step 1 – Identifying the Collaborative Team – 4 Points
  - Step 2 – Developing a Plan to Improve Instruction – 4 Points
  - Step 3 – Implementing the Plan – 4 Points
  - Step 4 – Reflecting on the Collaboration Team – 4 Points

- Task #3 is Doubleweighted.
- Task #3 – Total of 32 Points
Standard Setting – Panel

- Panel – August 20-21, 2015
- 15 Panelists – Subject Matter Experts
  - 10 Leadership Preparation Faculty
  - 3 Principals
  - 2 Held Other Positions
- Background
  - 14 Served as Mentors or Supervising of School Leaders in the Past 5 Years
  - 11 Had at Least 8+ Years in Mentoring/Supervising
Standard Setting Activity

- Engaged panel in a series of activities.
- Utilized a “Modified Angoff procedure”
- Obtained item-by-item judgments
- Identified what the “Just Qualified Candidate” would correctly answer
- Standard Setting – Total of Three Rounds
Three Rounds

- Preliminary Readings
  - Review Tasks, Rubrics, & Exemplars

- Round 1
  - Independent & Step Level Judgments
  - Summarize Judgments & Discuss Step & Task Level Results

- Round 2
  - Discuss & Adjust Task Level Score Passing Score
  - Summarize Judgments & Discuss Task & MoSLPA Level Results
Three Rounds

- Round 3
  - Adjust MoSLPA Level Passing Score Based Upon Discussions
  - Recommended Missouri Qualifying Score for the Missouri School Leaders Performance Assessment.
# Missouri School Leaders Performance Assessment

<table>
<thead>
<tr>
<th>Field</th>
<th>-2 SEM</th>
<th>-1 SEM</th>
<th>Panel Based Score</th>
<th>+1 SEM</th>
<th>+2 SEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>MoSLPA (0252)</td>
<td>27.42</td>
<td>31.96</td>
<td>36.50</td>
<td>41.04</td>
<td>45.58</td>
</tr>
<tr>
<td></td>
<td>27</td>
<td>32</td>
<td>37</td>
<td>41</td>
<td>46</td>
</tr>
</tbody>
</table>

**MABEP Recommendation:**

**MACCE Recommendation:**

**Department Recommendation:**

**Department Rationale:**
Next Steps

- E-Meetings with Advisory Groups
  - MABEP – September 16 @ 4:00 PM
  - MACCE – September 17 @ 5:00 PM
  - Recommendation to the Department

- Review Recommendations & Finalize

- OEQ Presents Recommendation to SBE
  - Monday – October 26
  - Scores Effective – Fall 2015
Contact Us

Paul Katnik – Paul.Katnik@dese.mo.gov
573-751-2931

Gale “Hap” Hairston – Gale.Hairston@dese.mo.gov

Christy Leighty – Christy.Leighty@dese.mo.gov
573-751-1668