



**MISSOURI ADVISORY BOARD FOR
EDUCATOR PREPARATION**

MABEP & MACCE

**MISSOURI SCHOOL LEADERS
PERFORMANCE ASSESSMENT
(MOSLPA)**

A Series of Four Assessments

2

- **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

3

- **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

4

- **Superintendents**
 - James Masters
 - Cindy Barnes
 - Art McCoy
- **Leadership Preparation Faculty**
 - Paul Watkins
 - Mick Arnold
 - Carol Maher
 - Kim Finch
 - Shelton Smith



Missouri Performance Assessments

- **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

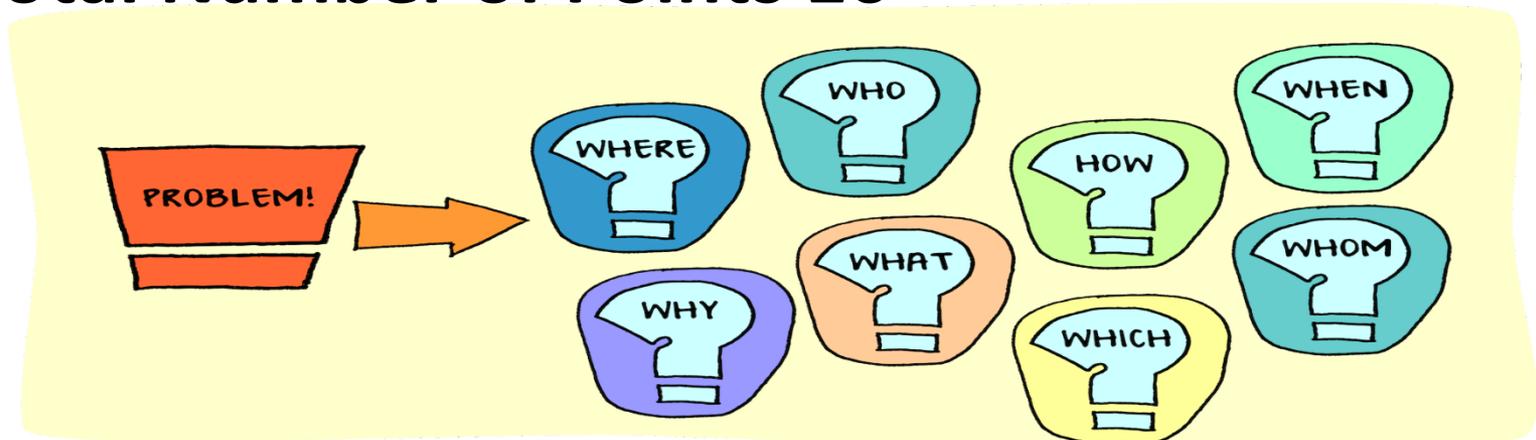
- **Three Basic Questions**
 - **Who is an Administrative Intern?**
 - **What should he/she be able to do?**
 - **How do you measure it?**
- **Research Based**
 - **Evidence-Centered Design**
 - **Mislevy, Almond, Lukas**
 - **Multiple Research Notations Referenced**
 - **Developing Performance Tasks**

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

- **Used Standards for Educational and Psychological Testing (AERA, APA, & NCME, 1999 and 2014).**
- **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

Field	-2 SEM	-1 SEM	Panel Based Score	+1 SEM	+2 SEM
MoSLPA (0252)	27.42 27	31.96 32	36.50 37	41.04 41	45.58 46

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

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