

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

**USE OF STUDENT GROWTH MEASURES
IN THE EDUCATOR EVALUATION PROCESS**

STATUTORY AUTHORITY:

Section 161.380.22, RSMo; Section 161.092,
RSMo Supp. 2012 and Section 168.128, RSMo
2000

Consent
Item

Action
Item

Report
Item

DEPARTMENT GOAL NO. 3:

Missouri will prepare, develop, and support effective educators.

SUMMARY:

The seven (7) 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. In preparation for this final phase of implementation, training was provided to all local education agencies (LEAs) last year.

This presentation provides an overview regarding the content, purpose and extent of training provided across the state on the use of student growth measures in the educator evaluation process during this past school year.

PRESENTER(S):

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

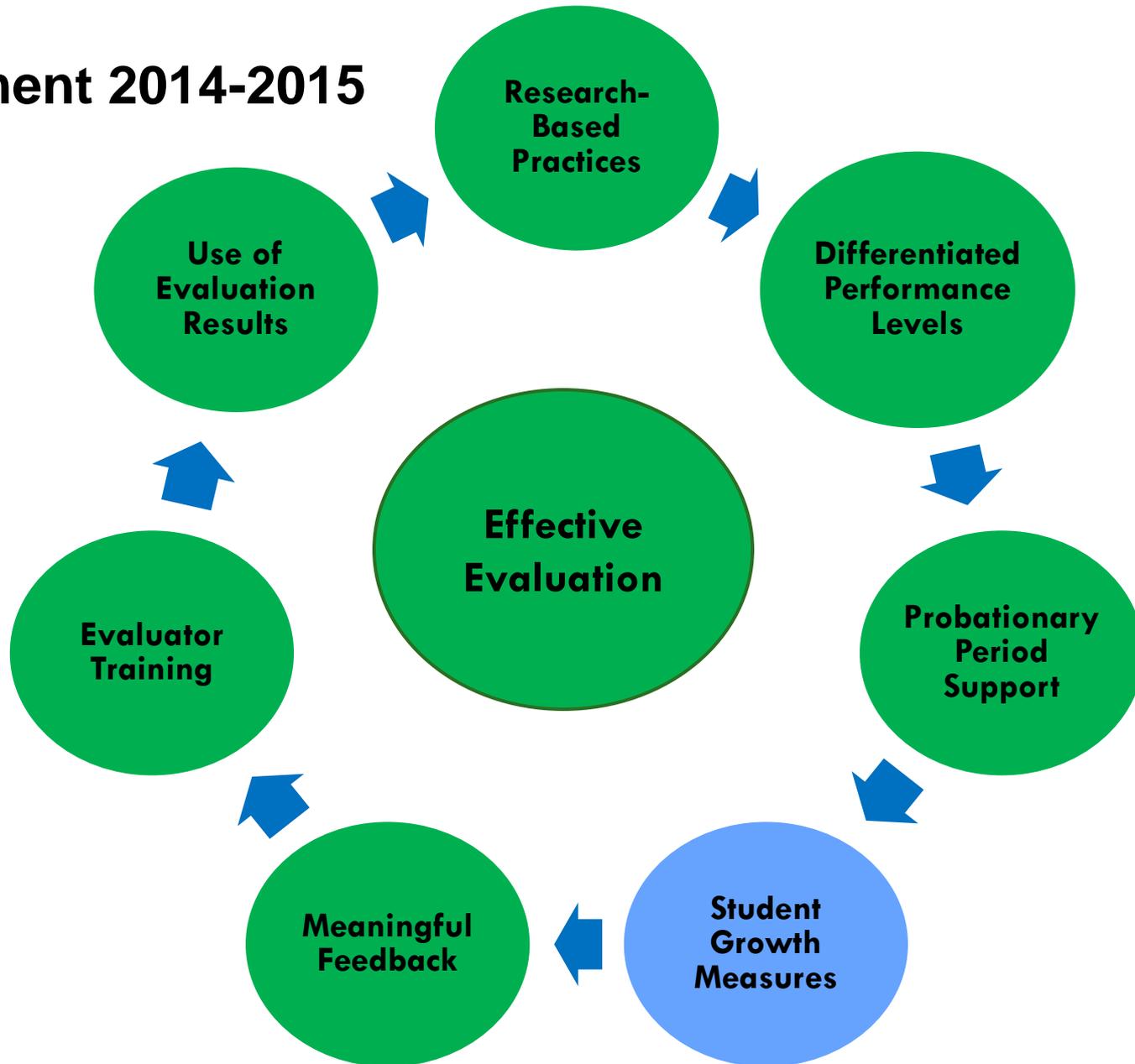


USE OF STUDENT GROWTH MEASURES IN THE EDUCATOR EVALUATION PROCESS

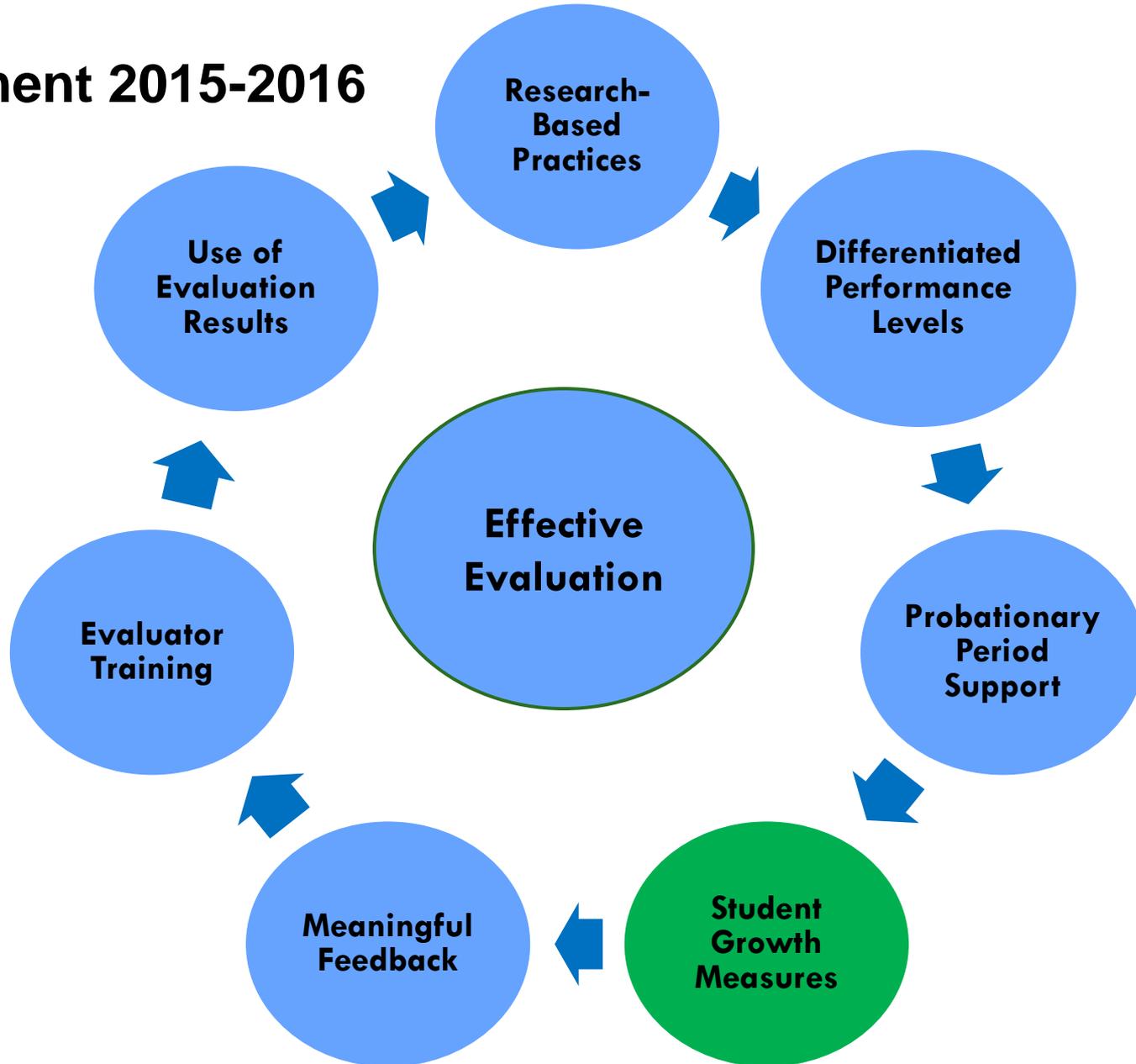
September 15, 2015

Missouri Department
of Elementary and Secondary Education

Implement 2014-2015



Implement 2015-2016



Fundamental Purpose

*The overall purpose of incorporating student growth measures into the educator evaluation process is **Instructional Reform***

In other words...

More Teachers being

More Effective with

More Students

Using Student Growth: what's required

- *Is a **significant contributing component** of the evaluation process*
- *Uses **multiple measures** that includes both formative and summative assessments*
- *Includes **multiple years** of comparable student data*
- *Highlights **growth in a student's academic learning** across two points in time*
- *Includes the state assessment where available but also **other district and school determined assessments***

Why state assessments?

- **Relevant:** State assessments are aligned to the Missouri Learning Standards for ELA and Math, grades 3-8
- **Confidence:** State assessments are highly reliable and valid

Using State Assessment Data



- **Area of focus**
- **Verification**

Student Learning Objectives (SLO) Training

- **Rationale** – *why the content will be taught*
- **Student Population** – *to whom the content will be taught*
- **Interval of Instruction** – *how long the content will be taught*
- **Learning content** – *what content will be taught*
- **Assessment** – *how learning will be assessed*
- **Instructional Strategies** – *how the content will be taught*
- **Growth Target** – *level of learning expected of each student*

Data Review

Summary of Trainings Provided

Student Learning Objectives Part I Training

| Number of trainings | Number of Participants | Number of LEAs |
|---------------------|------------------------|----------------|
| 99 | 3,208 | 398 (67.3%) |

Student Learning Objectives Part II Training

| Number of trainings | Number of Participants | Number of LEAs |
|---------------------|------------------------|----------------|
| 59 | 1,693 | 264 (44.7%) |

Evaluation Data from Trainings

Over 95% of participants strongly agreed or agreed that:

- The knowledge presented was valuable*
- The presenters were knowledgeable about content*
- The training activities and materials deepened understanding*
- Their district/school would use this information*
- They were more knowledgeable and prepared as a result of the training*

❖ Over 75% thought their district/school would use student Learning Objectives (SLOs) to meet the requirement for student growth measures in educator evaluation

What Grandview teachers found

- Allowed teachers to **look closely at what their students were gaining from their instruction**
- Aligned with **student goal setting** and SMART goals
- Built **teacher ownership**
- As an effective part of the evaluation system, it can **truly improve instruction and student success.**

What Grandview teachers said

- “I found that the SLO process made me more focused in my instruction and kept me mindful of the essential learning outcome in all of my lessons.”
- “I realized that some of my students who began at the top of the rubric had no room for growth. I had to figure out how to adjust my rubric and lessons to allow them to move forward in their learning.”
- “I have written an SLO for a unit in math that my students and I were struggling with. I needed more feedback as to what was missing.”
- “I can see how this will be able to go from a smaller unit to a semester or year long outcome for the evaluation model.”
- “ALL of my students were able to show growth! That helps me know that what we chose to do and how we chose to assess it was spot on!”

Grandview SLO Video

Questions?