

Thursday, February 17, 2011

Teacher Measure: Value-Added

Andy Announcements

- Board meeting - February 22, 2011
 - The PFP team will provide the board with several statistics about the value-added measures and an update on the progress of the design teams.
 - Characteristics of the top 25% of teachers (What are the demographics of the high performing teachers?)
 - Equity among students (Which students are ending up with the low performing teachers? Which students are enrolled with high performing teachers?)
 - Design Teams
 - Current Questions
 - Challenges
 - Strategies
 - Progress
- Wiki
 - Like to have the Value-Added wiki available to the public by Tuesday.
- Webinar
 - More about Value-Added for interested teachers
- External Reviews: Andy will relay information as he receives the reports
- As Andy runs new data through, he will report on the findings.

Next Considerations

- Recommendation about including individual, grade level and school value-added data
- Attribution of teachers
- In 2013-2014, we will not have 3 years of data for some teachers
 - Teachers will see their value-added score, but some may not be linked to the compensation in Pay for Performance the first year
- Pay for Performance Myths
 - No compensation has been decided yet! Those committees will meet next year.
 - It is not true that CMS has decided to cut 25% of salaries
- How do we phase this in the right way?
- Measures will be well-balanced!

- Individual scores may be 50% of value-added, value-added may be 25% of total compensation in the Pay for Performance plan. As a result, individual scores would only account for 12.5% of total compensation. (Hypothetical percentage)
- Should it matter if you teach “more”? (students, courses, etc.)
- Will principal evaluations be compared to value-added data?
 - High value-added and high evaluation: 50%
 - High value-added and low evaluations: 1%
 - Low value-added and high evaluations: 47%
 - Low value-added and low evaluations: 2%

Elementary Group

- General Education Elementary Teachers
 - Individual 50%
 - Grade Level 25%
 - School 25%
- Students should be with teacher 100 days
- Principal turnover - considered in variables outside teacher control
- Teacher change grades - considered in variables outside teacher control
- Bright Beginnings - no consideration at this time
- Pre-K, Preschool or Kindergarten attendance - considered in variables outside teacher control
- Facilitators - no consideration at this time
- Parents’ educational level - can we get this data?

Next Meeting: Thursday, February 24, 2011

- Continue with groups to “tackle” more questions and concerns to find probable solutions