

Teacher Measure: Value-Added

Thursday, January 27, 2011

**Middle/High School Committee Members in Attendance:** Kevin Strawn, Hans Plotseneder, Samantha Gleiser, Sherry Barber, Kim Reddig, Marsha Marcela, Cozzie Watkins

The committee addressed the questions proposed by Andy Baxter:

**Possible Ways Instruction can be Delivered:**

- Regular teacher 100% of the time
- Regular teacher/EC teacher (inclusion)
- Regular teacher/Teacher assistant
- Resource teacher
- Flexible grouping
- Student Rotation

**Possible Ways Instruction can be interrupted by the Teacher:**

- Teacher quits
- Maternity leave
- Sick leave

**Possible Ways Instruction can be interrupted by the Student:**

- Absences
- Pull-out for EC services
- Transfers

Committee discussed how teacher will be judged if he/she is out of school on maternity leave or medical leave. There should be a percentage of time the teacher is required to be in attendance in order to be judged for pay determination.

**Pros and Cons of using Team/Department and/or School Level Value-Added as a Measure of Effectiveness:**

Pros:

- Encourages collaboration
- Encourages people to take up slack for absent teachers
- Encourage administrators to place teachers in position for maximum return
- Method to reward those who make broad contributions

Cons:

- Under performer may be rewarded for other's hard work

- Inexperience aggravates veteran teachers
- Some teachers have multiple groups
- Obstinance of independent minded teachers

**Establishment of Rules Around How Long a Student Should Be With a Teacher for the Student to Be Attributed to the Teacher:**

- Varies per course
- Percent of time in class (85% attendance) – Possible exclusion for illness
- Possible exclusions for student medical issues (absences)

**Under What Circumstances Should Teacher Not Have to be Accountable for Scores?**