

Tentative APPR agreements pending final agreement and ratification Student Performance

In accordance with 3012d, WPCSD teacher ratings in the “student performance” portion of the APPR will use the following:***

1. For teachers whose courses do not end in a state exam*
 1. ALL K-5 teachers (including Special Area teachers**) will be rated based on the regional percentile ranking of the Common Core English Regents. This score is based on a matched samples of students who took both the 8th grade ELA Assessment and the Common Core English Exam.
 2. All 6-7 grade Science teachers will be rated using the Science department score (based on percentile rankings of Regents exams and the ILS if available) OR the rating of the ILS teachers.
 3. All other middle school (6-8) core content teachers will receive a departmental score based on percentile rankings of Regents exams
 4. All 6-12 special area teachers will be rated using either the Common Core English Regents exam or a departmental score based on Regents exams, if appropriate.
 5. All other 9-12 teachers whose courses do not end in a state exam will be rated using the appropriate department score based on Regents exams.
2. For all teachers whose courses end in a state exam (does not include Global 1 or ELA 9 for example): teacher ratings will be based on prior/historical test data that best matches the exam. Examples include:
 1. Living Environment teacher ratings will be based on ILS and 8th grade Earth Science scores and the Living Environment exam.
 2. Chemistry teacher ratings will be based on the Earth Science scores and the Chemistry exam.
 3. Physics teacher ratings will be based on Earth Science and Living Environment exams, and the Physics exam
 4. Algebra II teacher ratings will be based on the Geometry scores and the Algebra II exam
 5. Algebra I teacher ratings will be based on the 8th grade math scores and the Algebra I exam
 6. Geometry teacher ratings will be based on the Algebra and the Geometry exam
 7. Global History teacher ratings will be based on the grade 8 ELA scores and the Global History exam
 8. American History teacher ratings will be based on the Global exam scores and the American History exam.

*Grade 3-8 ELA/Math teachers will fall under this grouping until 2019 or until further notice

**Special Area teachers are all those under Part 80 of Commissioner Regulations. ESOL teachers may not be a part of this group pending an inquiry about the NYSESLAT.

***Common Core Regents exams will be used where available. If both the old and CC versions of exams are taken, the higher score will be used. Regional percentile ranks will be used for all State exams.

The next sections will explain how SED set the HEDI bands, how WP will determine targets using percentile ranks and finally what the departmental score would have been for 2014-15 had we been using the 3012d model.

What are the NYS State Education Department (SED) HEDI ranges for student performance?

<u>%</u>	<u>Score</u>	<u>% Meeting Targets</u>
90-100% of students meeting or exceeding expected growth targets determined by the superintendent	H	90 - 100
75-89% of students meeting or exceeding expected growth targets determined by the superintendent	E	75-89
60-74% of students meeting or exceeding expected growth targets determined by the superintendent	D	60-74
0-59% of students meeting or exceeding expected growth targets determined by the superintendent	I	0-59

The next section will demonstrate how percentile ranks will be used to determine the percentage of students who meet or exceed the growth targets.

How are student targets determined?

Each course which ends in a Regents' exam has a specific baseline to which student performance is compared. Based on the regional percentile if a student maintains the baseline percentile rank within -18 points, the student is counted as reaching the target and the teacher will get credit. Please note that a "1" means the teacher will get credit for student growth, while a "0" means no credit for growth.

Below is a sample of students who took "final" which is compared to "base". As you can see, when the percentile bands are set at the 18 percentile mark, the greatest number of students who might get credit, will get credit for growth.

SAMPLE						
<u>course</u>	<u>STUDENT</u>	<u>>-7.9</u>	<u>>-11.9</u>	<u>>-14.9</u>	<u>>-17.9</u>	<u>>-19.9</u>
base_v_final	A	0	0	1	1	1
base_v_final	B	1	1	1	1	1
base_v_final	C	1	1	1	1	1
base_v_final	D	0	0	0	0	0
base_v_final	E	1	1	1	1	1
base_v_final	F	1	1	1	1	1
base_v_final	G	1	1	1	1	1
base_v_final	H	1	1	1	1	1
base_v_final	I	0	0	0	1	1
base_v_final	J	1	1	1	1	1
base_v_final	K	1	1	1	1	1
base_v_final	L	0	0	0	0	0
base_v_final	M	0	0	0	0	0
base_v_final	N	0	1	1	1	1
base_v_final	O	1	1	1	1	1
base_v_final	P	1	1	1	1	1
base_v_final	Q	0	0	1	1	1
base_v_final	R	1	1	1	1	1
base_v_final	S	0	0	1	1	1
base_v_final	T	1	1	1	1	1
base_v_final	U	0	0	0	0	0
base_v_final	V	0	1	1	1	1
base_v_final	W	0	0	0	1	1
base_v_final	X	1	1	1	1	1

The next example demonstrates what might cause the percentile bands to expand to 32 percentile points.

Below is a sample of students who took “Alge” (algebra Regents) which is compared to “M8” (8th grade math). As you can see, when the percentile bands are set at the 18 percentile mark, the greatest number of students who might get credit, do not get credit for growth. In this case, due to other variables beyond our control, a larger band would need to be considered. The target was set to -32 percentile points and was used for Math scores as well as the Earth Science scores

STUDENT		<u>>-7.9</u>	<u>>-11.9</u>	<u>>-14.9</u>	<u>>-17.9</u>	<u>>-19.9</u>
A	Alge_vM8 08	0	0	0	0	0
B	Alge_vM8 79	1	1	1	1	1
S	Alge_vM8 57	1	1	1	1	1
D	Alge_vM8 75	0	0	1	1	1
E	Alge_vM8 66	0	0	0	0	0
F	Alge_vM8 27	1	1	1	1	1
G	Alge_vM8 48	1	1	1	1	1
H	Alge_vM8 18	0	0	1	1	1
I	Alge_vM8 07	1	1	1	1	1
J	Alge_vM8 99	0	0	1	1	1
K	Alge_vM8 64	0	0	0	0	0
L	Alge_vM8 35	0	0	0	0	0
M	Alge_vM8 35	0	0	0	0	0
N	Alge_vM8 62	0	0	0	0	0
O	Alge_vM8 03	0	0	0	0	0
P	Alge_vM8 40	0	1	1	1	1
Q	Alge_vM8 50	0	0	0	0	0
R	Alge_vM8 04	0	0	0	0	0
S	Alge_vM8 77	0	0	0	0	0
T	Alge_vM8 64	1	1	1	1	1
U	Alge_vM8 35	1	1	1	1	1
V	Alge_vM8 24	1	1	1	1	1
W	Alge_vM8 52	0	0	0	0	0
X	Alge_vM8 09	0	0	1	1	1
Y	Alge_vM8 15	0	0	0	0	0
Z	Alge_vM8 23	0	0	0	0	0
AA	Alge_vM8 35	0	0	0	0	0
BB	Alge_vM8 52	0	0	0	0	0
CC	Alge_vM8 43	1	1	1	1	1
DD	Alge_vM8 51	1	1	1	1	1
EE	Alge_vM8 40	1	1	1	1	1
FF	Alge_vM8 03	1	1	1	1	1
GG	Alge_vM8 01	0	0	0	0	0

Based on all of the percentile rankings of students and resulting scores of teachers in specific departments, a departmental score is determined. Below is the most recent department scores based on data from the 2014-2015 school year.

Revised5-1-16 overall department scores		Regents targets				
June 2015 data		Student Performance				
	Number of teachers in each category					
	Maintain baseline percentile rank within -18 points					
subject	H	E	D	I	overall department score	
ELA**	5	5	0	0	E	
SS	12	3	0	0	H	
Science	12	11	2	0	E	
Math*	8	6	2	0	E	
Science8***	0	5	1	0	E	
total	37	30	5	0		
* The math target for Algebra was revised to be within -32						
** Based on just Common Core ELA exam results						
***The target for Earth Sci 8 was revised to be within -32						