

Executive Summary

From the Superintendent's Office



RE: Student Growth Measures

Several months ago, the board requested information on the evaluation framework that the district will be using. Specifically, what data tools, student growth calculators, and student growth ranges the district will be incorporating in teacher and administrator evaluations.

Comprehensive Framework for Professional Practice & Evaluation

First, central office has been drafting **a comprehensive framework for professional practice and teacher evaluation** over the last four months. This published framework will represent the first time this district has compiled a comprehensive overview of all facets of professional development and evaluation and stored them in one document. This framework will be presented to the board in the very near future. Components of this framework will cover:

- Evaluation timeline; process
- Evaluation procedures
- Applicable laws governing evaluation
- Student growth evaluation tools
- 5D+ rubrics
- Professional development log
- Mentoring program overview and process
- Mentoring log

Student Growth

Lakewood is utilizing the Eidex Student Growth Percentile (SGP) Evaluation tool, which is a state-approved growth metric. This tool calculates a growth percentile score based on three years of student data. This calculation measures growth for all areas of M-STEP in one percentile score.

Student Growth Percentile is calculated using MSTEP reading and math data and ranks students from top to bottom based on the previous year's MSTEP score. Below is an example of how SGP is calculated:

A student that scored a 25 out of 40 questions correct on the 4th grade MSTEP reading assessment is ranked against all other students in the state with the same score on the 4th grade MSTEP reading assessment. After the cohort completes the 5th grade MSTEP reading assessment, those students are placed in rank order from the 99th percentile to 1st percentile. The ranking of the individual student identifies their Student Growth Percentile. Overall SGP is the average of all students SGP rankings.

Superintendent – MASB Evaluation Tool

Twenty percent of the overall 40% growth rating must be M-STEP Data.

The rubric percentile ranges (ineffective to highly effective) being used for M-STEP are recommended by the Michigan Department of Education.

The remaining 20% of the overall 40% growth rating will be comprised of local assessment data from STAR math and reading. This score is divided into math (10%) and ELA (10%).

The rubric percentile ranges (ineffective to highly effective) are based on current district-wide ranges set for building usage. These ranges have been in effect for the last several years at buildings utilizing this data source.

Table 1 gives an overview of the superintendent evaluation rubric.

Table 1 Superintendent Evaluation Rubric

	Ineffective (1pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)
M-STEP Rubric 20%	Fewer than 20% of students met growth targets	20% - 39% of students met growth targets	40% - 59% of students met growth targets	60% or more students met growth targets
STAR Math Rubric 10%	Fewer than 32% of students met growth targets	33%-66% of students met growth targets	67%-87% of students met growth targets	88%-100% or more students met growth targets
STAR ELA Rubric 10%	Fewer than 32% of students met growth targets	33%-66% of students met growth targets	67%-87% of students met growth targets	88%-100% or more students met growth targets

Administrative Staff School Advanced Tool

Twenty percent of the overall 40% growth rating must be M-STEP Data for administrators connected to 4-8th grades. SAT will be used for high school administration. Lakewood is utilizing the Eidex Student Growth Percentile (SGP) Evaluation tool for these measures. Third grade proficiency levels will also be used for LECC and LES administration.

District and building leaders will receive a rating on statewide reading and math assessments (i.e. MSTEP, SAT). The 20% statewide student growth measure will be broken down into 10% reading growth and 10% math growth. The purpose for the two measures is to identify relative strengths and weaknesses in those areas. The rubric percentile ranges (ineffective to highly effective) being used for M-STEP are recommended by the Michigan Department of Education.

The remaining 20% of the overall 40% growth rating will be comprised of local assessment data and other performance growth indicators according to the School Advanced rubric. This score is divided into local assessments (10%) and attendance (5%), and school culture (5%).

The rubric percentile ranges (ineffective to highly effective) are based on current district-wide ranges set for building usage. These ranges have been in effect for the last several years at buildings utilizing this data source.

Table 2 Administrative Evaluation Rubric

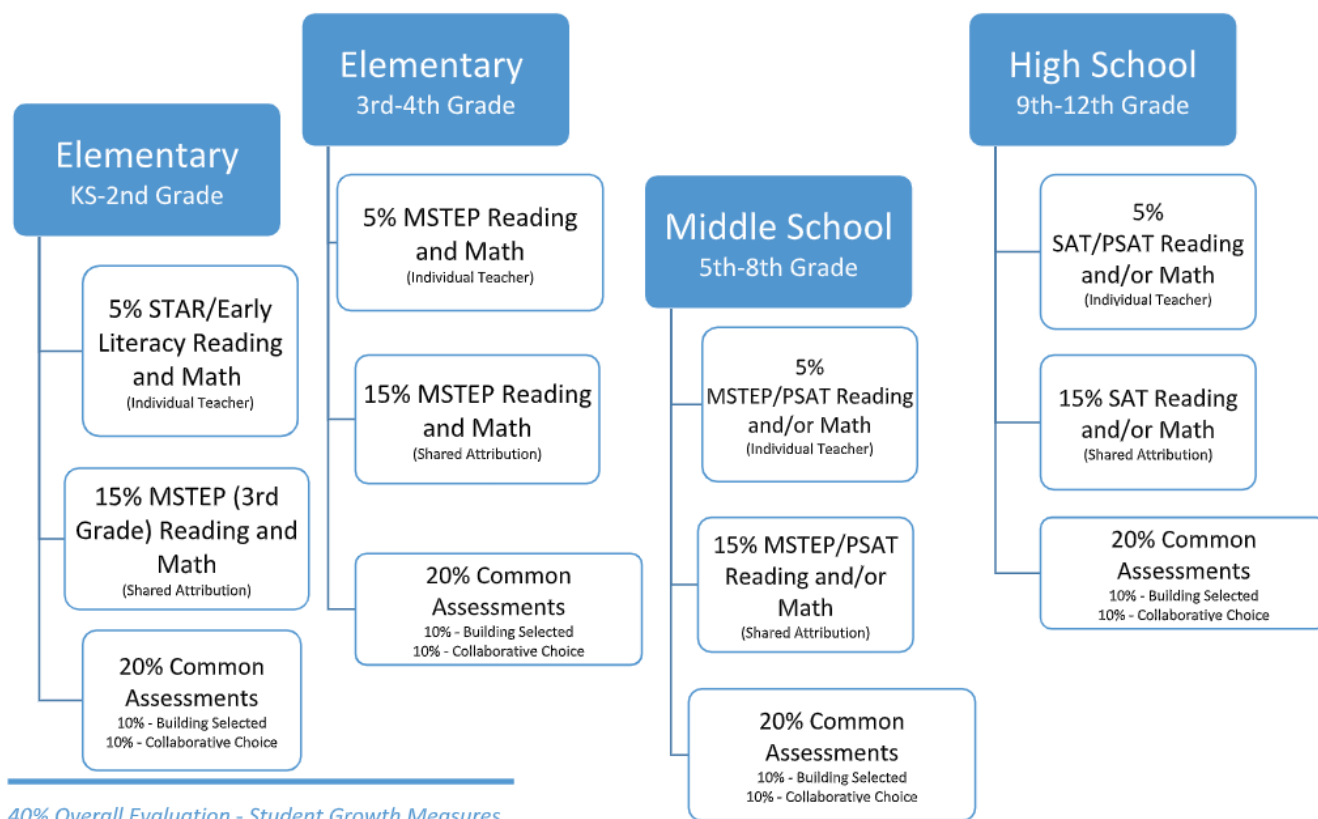
		Ineffective (1pt)	Minimally Effective (2 pt)	Effective (3 pt)	Highly Effective (4 pt)	Notes
MSTEP/SAT - Math Building/ District	10% - LMS/LHS 5% - LES/Central Office	Fewer than 20% of students met growth targets	20% - 39% of students met growth targets	40% - 59% of students met growth targets	60% or more students met growth targets	Recommendation of MDE
MSTEP/SAT - Reading Building/ District	10% - LMS/LHS 5% - LES/Central Office	Fewer than 20% of students met growth targets	20% - 39% of students met growth targets	40% - 59% of students met growth targets	60% or more students met growth targets	Recommendation of MDE
MSTEP - Math Building/ District	5% - LES/LECC/Central Office 10% - LECC	Less than 35% of students show proficiency on the MSTEP Math	35% to less than 50% of students show proficiency on the MSTEP Math	50% to less than 65% of students show proficiency on the MSTEP Reading and Math	65% or above of students show proficiency on the MSTEP Math	As determined by 3rd grade proficiency level data from 2016-2018
MSTEP - Reading Building/ District	5% - LES/Central Office 10% - LECC	Less than 35% of students show proficiency on the MSTEP Reading	35% to less than 50% of students show proficiency on the MSTEP Reading	50% to less than 65% of students show proficiency on the MSTEP Reading	65% or above of students show proficiency on the MSTEP Reading	As determined by 3rd grade proficiency level data from 2016-2018
Local/Early Literacy	10% All admin	Less than 20% of students met growth targets on Local reading and math	20-39% of students met growth targets on Local reading and math	40-59% of students met growth targets on Local reading and math	60% or above of students met growth targets on the Local reading and math	Based on Local/Early Literacy growth recommendations
Attendance	5% All admin	Less than 45% of all students missed less than 10 unexplained days in the school year	45-59% of all students missed less than 10 unexplained days in the school year	60-79% of all students missed less than 10 unexplained days in the school year	80% of all student missed less than 10 unexplained days in the school year	Based on district attendance data
School Culture	5% All admin	Less than 75% of all students feel safe at school	75-84% of all students feel safe at school	85-94% of all students feel safe at school	95% of all students feel safe at school	Based on PBIS survey results

Certified Teacher Staff

Forty percent of a teacher’s evaluation score is based on student growth data. For grade levels that administer M-STEP (4th-7th grades), 20% of the overall 40% must be a M-STEP reading or math scores. The remaining 20% of the overall 40% is comprised of local test data.

For those grade levels that do not administer M-STEP, the overall 40% is comprised of various state and local data scores.

Table 3 shows the growth data breakdown for certified staff.



40% Overall Evaluation - Student Growth Measures

60% Overall Evaluation – Instructional Framework

Table 3 Certified Teaching Staff Growth Data

Student Growth Percentile Calculation

Lakewood utilizes Eidex Services, which is a state-approved growth calculating tool. Below is snippet from the Eidex SGP overview. As of right now, only M-STEP data is contained in the SGP system; eventually, SAT and NWEA data will be available.

How to Calculate SGP?

The calculation of SGPs can generally be described in three steps:

- Students are grouped with academic peers throughout the state who had comparable score patterns on past tests.
- Students in each academic peer group are ranked based on their score on the current year test.
- A percentile rank (SGP) of 1-99 is assigned to each student.

If a student receives an SGP of 50, it means that the student demonstrated growth in the content area equal to or greater than half of their academic peers.

More Resources on SGPs

MDE began publicly reporting mean SGP scores for districts and school buildings during the 2016-17 school year on the MI School Data website. These scores can be used as the single state growth measure for administrator evaluations.

For educator evaluations, the MDE designed an SGP Tool that can aggregate SGP scores for individual educators using an extensive process involving over 45 steps. More information on available resources can be found on the MDE website (www.michigan.gov/mde).

Eidex® SGP Calculator

Recognizing the time constraint that school leaders face every day, Eidex partnered with **Colin Ripmaster** (Associate Director of MASSP) and **Brian Lloyd** (Student Growth Consultant at MDE) to develop a calculator that allows district and building administrators to quickly and efficiently compute mean SGP scores and individual SGP effectiveness scores for educators.

Key Benefits



Ease of use

- No calculation required- simply plug in three simple inputs
- Easily implement shared attribution
- Easy computation of individual student's SGP
- Data Hub connection makes uploading data even easier



Time-saving

- Zero manual data processing or calculation
- Plug in three simple inputs and instantly arrive at 1-4 effectiveness ratings for administrators and educators
- Save time managing multiple spreadsheets and data sets



Customizable

- Assign percentage weighting by year to place greater emphasis on the most recent year(s)
- Customize SGP rating "cut score" to reflect your district's unique story
- Exclude specific teachers or students with special circumstances from the calculation