

## Why implement a system before it is completely ready?

Because some form of student growth measure tied to student assessment is required by both our regulations and Delaware's Race to the Top application.

■ The Secretary of Education has agreed that, given this situation, **there will be no negative consequences for any teacher or specialist because of a negative rating in Component V.**

What this means is that no Improvement Plans will be required next year based on Component V. Improvement Plans for components I-IV will still be applicable.

■ **Each of the five components of DPASII- Revised is still worth 20% of the total evaluation.**

■ **All teachers, specialists and administrators will be trained during the 2011-2012 year in all components of DPASII-Revised, not just Component V.**

■ In order for an administrator to evaluate you, he/she is required to participate in the DOE sponsored DPAS II training and successfully complete all quizzes included within the training. Your evaluator must be certified by DOE (after successful completion of the training) in order to evaluate you.

■ DOE is seeking an amendment from USED to redefine satisfactory levels of student growth, using a point system derived from the various measures to be used in Component V. These levels of student growth would be used to determining "Effective" and "Highly Effective" teachers and specialists. The DOE amendment request is still under consideration by USED. Stay tuned..

DSEA 2011

## What will Component V look like?

During this interim year -

**30%**

■ **30% of Component V will be a school-wide average DCAS result** in either mathematics or English Language Arts (whichever score is better) and will be used for all teachers and specialists (called Part I).

**20%**

■ For educators in DCAS-Tested areas, the cohort will include all students that the educator teaches in that tested content area.

✓ For educators in DCAS-tested areas, cohort will include all students that the educator teaches in that content area.

✓ For educators in non-DCAS-tested subjects and areas, with agreement of building administrator, these teachers and specialists will identify a DCAS-tested area from which to select a cohort of students that they work with regularly. The identification of the cohort should be supported by data analysis for the educator's/specialist's specific school.

**50%**

■ **50% of Component 5 will be a content-area specific assessment measure (not DCAS), if available (called Part III).** Very few have been approved by DOE to date. Development work continues next year.

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✓ **If only Part I and Part II are available** to you, schoolwide measure will be 30% and cohort measure will be 70% of Component V.

✓ **If only Parts I and III are available**, school-wide = 30%; content specific = 70%.

✓ **If only Part I is available**, then the school-wide measure is 100% of Component V next year.

***"Is this a 'value added' method of evaluating teachers?"***

No. "Value Added" systems predict student growth. They predict the amount of growth your students should achieve based on previous performance, and then assess your performance based upon the amount of student progress made toward that predicted target. The Delaware system is designed to evaluate you based on actual student growth between two designated points in time.

***Our goal:  
a fair and reliable  
evaluation system***

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## Your feedback next year is essential to making DPASII- Revised effective

Please share your experiences with the revised DPAS II system with your local leaders. Let them know what is working well and what needs to be improved. With this information, DSEA can work with DOE to correct situations that are unfair or unworkable.

For example, please monitor the selection of your student cohort. DOE has defined the teacher's cohort as "all the students they teach in that content area to include reading and math, grades 3-10." For specialists or non-core tested subject areas, the cohort will include students that the specialist/non-core teacher regularly sees. The scores for these students in a DCAS test area will be used.

According to DOE, "The size of the cohort will likely be a minimum of 25 students, but administrators will determine exceptions to the guideline as necessitated by educator assignment."

If you were working in Delaware when DPAS II was first adopted, you may remember that it was piloted for two years, in Appoquimink and Caesar Rodney, with improvements made that came directly from feedback from teachers and specialists.

Please document and share your experiences throughout the 2011-12 school year. Your concrete examples and feedback will help us to secure an evaluation system where educator accountability is based upon fair and reliable measures of their performance.



## Interim plan year does mean interim, not permanent

The interim plan is just for school year 2011-12.

Next year, DSEA leaders, staff, and members will continue their work to determine the elements of Component V for 2012-13 and beyond. DSEA leaders and staff are not pleased with the student cohort measure. We believe that once the content/subject specific multiple measures are developed and approved, the student cohort measure should be eliminated.

The current percentages attached to the three parts of Component V also need to be reconsidered. Lowery, dated 5-19-2011: "These percentages (for student growth measures) are recommended for the first year of implementation ONLY. Once operational information informs further discussion, it is possible that the percentages in future years may warrant rebalancing based on stakeholder input. Further development and approval of Part III measures will also necessitate additional discussion and development of policy for the 2012-2013 school year and beyond."

## Work developing acceptable Teacher Measures continues into next year

If you would like to join the Work Group for your discipline or area of work to research and identify student assessment measures that are rigorous and comparable across classrooms/buildings, please contact Debbie Stevens, DSEA's director of instructional advocacy, at 1-866-734-5834, or via e-mail at [Deborah.Stevens@dsea.org](mailto:Deborah.Stevens@dsea.org) and she will get you in touch with your group.

## Teachers and specialists

### What you need to know about changes to the evaluation system next year

**In January 2010**, the State Board of Education made changes to the Delaware Administrative Code, Sections 106 A and 107 A, the DPAS II appraisal process for teachers and specialists.

**Changes in Component V**, Student Improvement, require multiple measure of student growth for every discipline and subject area. Measures for all areas are not yet completed and approved. Since that work will continue next year, DOE will determine summative ratings for student growth using an interim plan that includes no negative consequences for Component V. Student growth will be determined using a combination of three types of student growth measures:

- ✓ school wide DCAS scores,
- ✓ scores from a cohort of students, content area-specific measures if they have been approved.