

Measuring Educator Effectiveness



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Tom Corbett, Governor

Ronald Tomalis, Secretary of Education

www.education.state.pa.us

Teacher Effectiveness System in Act 82 of 2012

Observation/Evidence

Effective 2013-2014 SY

Danielson Framework Domains

1. Planning and Preparation
2. Classroom Environment
3. Instruction
4. Professional Responsibilities

School Building Data

Effective 2013-2014 SY

Indicators of Academic Achievement

Indicators of Closing the Achievement Gap, All Students

Indicators of Closing the Achievement Gap, Subgroups

Academic Growth PVAAS

Other Academic Indicators

Credit for Advanced Achievement

Teacher Specific Data

Effective 2016-2017 SY

PVAAS / Growth 3 Year Rolling Average

1. 2013-2014 SY
2. 2014-2015 SY
3. 2015-2016 SY

Other data as provided in Act 82

Elective Data/SLOs

Optional 2013-2014 SY

Effective 2014-2015 SY

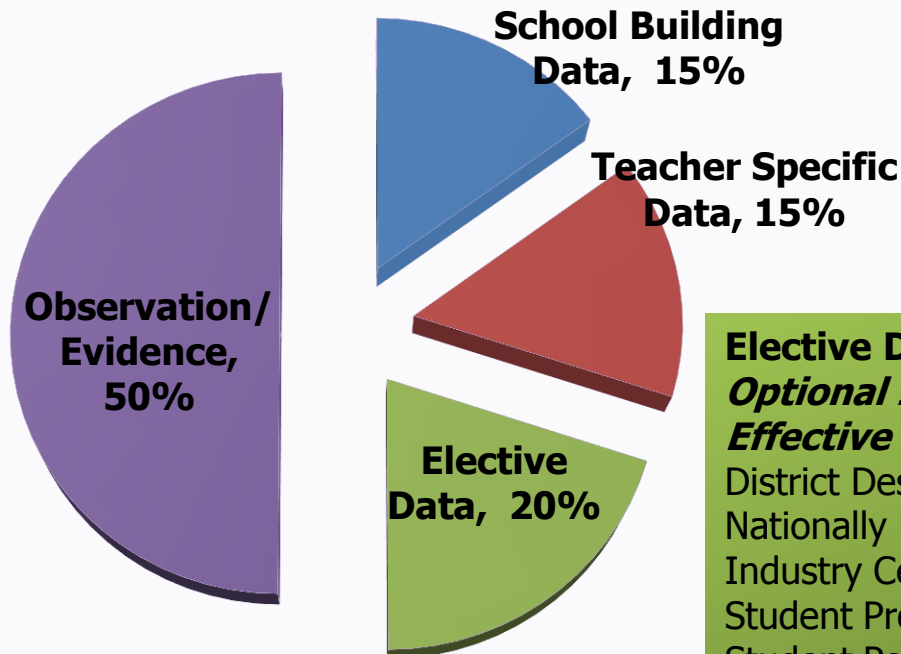
District Designed Measures and Examinations

Nationally Recognized Standardized Tests

Industry Certification Examinations

Student Projects Pursuant to Local Requirements

Student Portfolios Pursuant to Local Requirements



Teacher Effectiveness System in Act 82 of 2012

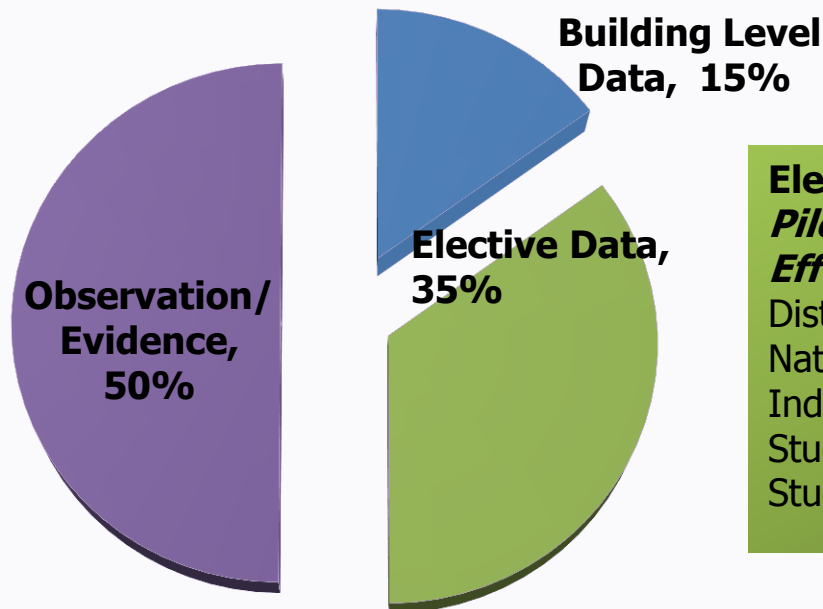
Observation/Evidence *Effective 2013-2014*

Danielson Framework Domains

1. Planning and Preparation
2. Classroom Environment
3. Instruction
4. Professional Responsibilities

Building Level Data *Effective 2013-2014 SY*

Indicators of Academic Achievement
Indicators of Closing the Achievement Gap, All Students
Indicators of Closing the Achievement Gap, Subgroups
Academic Growth PVAAS
Other Academic Indicators
Credit for Advanced Achievement



Elective Data/SLOs *Piloting 2013-2014 SY* *Effective 2014-2015 SY*

District Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements

Non Teaching Professional Employee Effectiveness System in Act 82 of 2012 *Effective 2014-2015 SY*

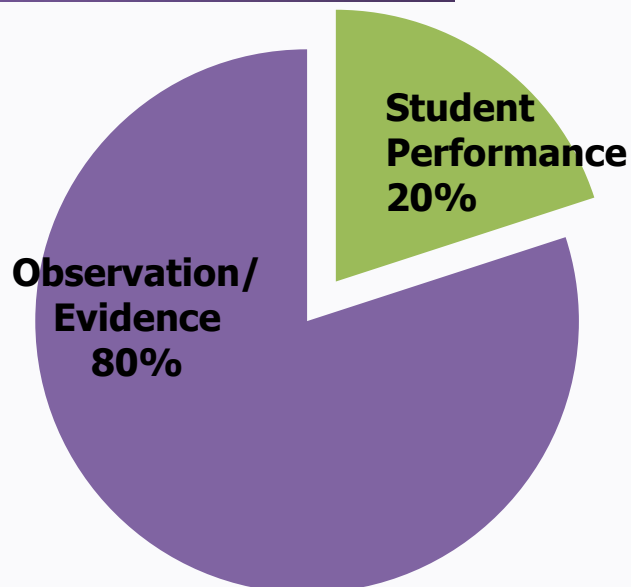
Observation/Evidence

Danielson Framework Domains

1. Planning and Preparation
2. Educational Environment
3. Delivery of Service
4. Professional Development

Student Performance of All Students in the School Building in which the Nonteaching Professional Employee is Employed

District Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements



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Principal Effectiveness System in Act 82 of 2012 *Effective 2014-2015 SY*

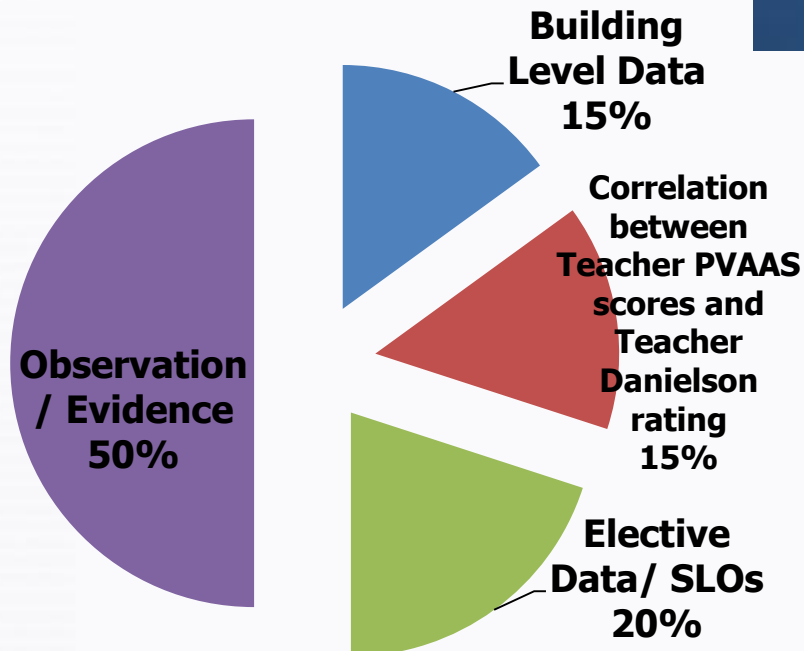
Observation/ Evidence

Domains

1. Strategic/Cultural Leadership
2. Systems Leadership
3. Leadership for Learning
4. Professional and Community Leadership

Building Level Data

Indicators of Academic Achievement
Indicators of Closing the Achievement Gap, All Students
Indicators of Closing the Achievement Gap, Subgroups
Academic Growth PVAAS
Other Academic Indicators
Credit for Advanced Achievement



**Correlation Data Based on
Teacher Level Measures
PVAAS**

Elective Data/SLOs

District Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements

CLASSROOM TEACHER RATING TOOL FORM

PDE 82-1 (4/13)

Last Name	First	Middle
District/LEA	School	
Rating Date:	Evaluation: (Check one)	<input type="checkbox"/> Semi-annual <input type="checkbox"/> Annual

(A) Teacher Observation and Practice

Domain	Title	*Rating* (A)	Factor (B)	Earned Points (A x B)	Max Points
I.	Planning & Preparation		20%		0.60
II.	Classroom Environment		30%		0.90
III.	Instruction		30%		0.90
IV.	Professional Responsibilities		20%		0.60
(1) Teacher Observation & Practice Rating					3.00

Domain Rating Assignment 0 to 3 Point Scale (A)	
Rating	Value
Failing	0
Needs Improvement	1
Proficient	2
Distinguished	3

(B) Student Performance - Building Level Data, Teacher Specific Data, and Elective Data

Building Level Score (0 - 107)		(3) Teacher Specific Rating	
(2) Building Level Score Converted to 3 Point Rating		(4) Elective Rating	

(C) Final Teacher Effectiveness Rating - All Measures

Measure	Rating (C)	Factor (D)	Earned Points (C x D)	Max Points
(1) Teacher Observation & Practice Rating		50%		1.50
(2) Building Level Rating		15%		0.45
(3) Teacher Specific Rating		15%		0.45
(4) Elective Rating		20%		0.60
Total Earned Points				3.00

Conversion to Performance Rating	
Total Earned Points	Rating
0.00-0.49	Failing
0.50-1.49	Needs Improvement
1.50-2.49	Proficient
2.50-3.00	Distinguished
Performance Rating	

Rating: Professional Employee, OR Rating: Temporary Professional Employee

I certify that the above-named employee for the period beginning _____ and ending _____ has received a performance rating of: _____
(month/day/year) (month/day/year)

DISTINGUISHED PROFICIENT NEEDS IMPROVEMENT FAILING

resulting in a FINAL rating of:

SATISFACTORY UNSATISFACTORY

A performance rating of Distinguished, Proficient or Needs Improvement shall be considered satisfactory, except that the second Needs Improvement rating issued by the same employer within 10 years of the first final rating of Needs Improvement where the employee is in the same certification shall be considered unsatisfactory. A rating of Failing shall be considered unsatisfactory.

Date Designated Rater / Position: _____ Date Chief School Administrator

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

Date Signature of Employee

DRAFT
(4/15/13)

DRAFT
(4/15/13)

Questions?

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