

STATE OF FLORIDA VALUE-ADDED MODEL: FAU SCHOOL DISTRICT (#72)

Value-Added Model Aggregation Option Selection

The FAU School District has selected **Option #3** from Florida's Value-Added Model for the aggregation of teacher scores, which will utilize the percentage of students who meet statistical prediction. The FAU School District will utilize this aggregation option to determine the percentage of students in grades 4-10 whose FCAT scores are higher than the predicted FCAT scores that are identified by the value-added statistical model.

Teacher Evaluation System

Within the FAU School District, the summative rating of the Teacher Evaluation System will be collectively composed of two components: **1) Student Learning Growth Score** and **2) Instructional Practice Score**. Each of the components will be weighted in accordance with the various classifications of the instructional staff within the FAU School District. The table below outlines the four classification categories for instructional staff and the respective percentages for each component in the Teacher Evaluation.

Methods of Classification	% of Student Learning Growth	% of Instructional Practice
Category 1: FCAT Classroom Teachers	50% of evaluation (>3 years of data) 40% of evaluation (<3 years of data)	50% of evaluation (>3 years of data) 60% of evaluation (<3 years of data)
Category 2: Classroom Teachers with Student FCAT Scores	40% of evaluation	60% of evaluation
Category 3: Classroom Teachers Non-FCAT Grades	30% of evaluation	70% of evaluation
Category 4: Instructional Personnel Non-Classroom Teacher	40% of evaluation	60% of evaluation

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Evaluation Component #1: Student Learning Growth

The following table outlines the methods of classification and the associated percentage of students who meet statistical prediction in each classification category for teacher evaluations:

Classification of the Student Growth Component of the Teacher Evaluation

Student Growth Methods of Classification	% of Students Meeting Statistical Prediction	Student Growth Scale Score Value
Highly Effective	60% or higher	4
Effective	45% - 59%	3
Needs Improvement	30% - 44%	2
Unsatisfactory	0% - 29%	1

Evaluation Component #2: Instructional Practice

The following tables outline the classification of weighting for each domain to establish the instructional practice score for teacher evaluations:

Classification of Weighting System to Establish Instructional Practice Score of the Teacher Evaluation

Domain	Percentage
1. Classroom Strategies and Behaviors	68%
2. Planning and Preparing	13%
3. Reflecting on Teaching	9%
4. Collegiality and Professionalism	10%

Instructional Practice Methods of Classification	Instructional Practice Percentage Range	Instructional Practice Scale Score Value
Highly Effective	80% - 100%	4
Effective	59% - 79%	3
Needs Improvement	38% - 58%	2
Unsatisfactory	0% - 37%	1

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Total Teacher Evaluation System

Evaluation component #1 and evaluation component #2 will be combined to determine the comprehensive classification scale score for teacher evaluations. The four summative evaluation ratings and scale score for each rating is listed in the table below.

Classification Scale for Total Combined Value of Evaluation Component 1 & 2

Classification	Highly Effective	Effective	Needs Improvement	Unsatisfactory
Scale Score	3.5 – 4	2.5 – 3.4	1.5 – 2.4	below 1.5

Calculation Example for a 6th Grade Language Arts (Reading FCAT)

Classification: 50% Student Learning Growth and 50% Instructional Practice

Student Growth: 67% of students met predicted learning growth = 4 points

Instructional Practice: 4 x 90% = 3.6 scale score points

Student Growth = 4 scale score points

Instructional Practice = 3.6 scale score points

$$7.6 / 2 = 3.8$$

3.8 – Highly Effective on Rating Scale

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Aggregation of Weighted Percentages for Teacher Categories

<p align="center"><u>Category 1</u> <i>Classroom Teachers: FCAT Grades & Subjects</i></p>	<p align="center"><u>Category 2</u> <i>Classroom Teachers: With Student FCAT Scores</i></p>	<p align="center"><u>Category 3</u> <i>Classroom Teachers: Non-FCAT Grades</i></p>	<p align="center"><u>Category 4</u> <i>Instructional Personnel: Non-Classroom Teacher</i></p>
<p>Student learning growth will account for 50% of the final evaluation for a teacher with 3 or more years of FCAT data.</p> <p>Student learning growth will account for 40% of the final evaluation for a teacher with less than 3 years of FCAT data.</p>	<p>Student learning growth will account for 40% of the final evaluation for a teacher who teaches students with FCAT scores but is not an FCAT classroom teacher.</p>	<p>Student learning growth will account for 30% of the final evaluation for a teacher who teaches students who do not have an FCAT predicted score.</p>	<p>Student learning growth will account for 40% of the final evaluation for a teacher who support students with FCAT scores but is not an FCAT classroom teacher.</p>
<p>Elementary (4-5) teachers will be evaluated on both reading and math FCAT subject area when teaching in a self-contained classroom. Where departmentalization is used, teachers will choose one FCAT subject area (reading or math) that best aligns with their primary teaching load.</p> <p>Secondary teachers (6-10) will be evaluated on one FCAT subject area (reading or math) that best aligns with their primary teaching load.</p>	<p>Teachers will be evaluated on one FCAT subject area (reading or math) that best aligns with their primary teaching load.</p>	<p>The <i>school-wide percentage</i> of students who meet their statistically predicted score will be used for the student learning growth value component of the evaluation. Teachers choose one FCAT subject area (reading or math) that will be used for the school-wide percentage value.</p>	<p>Teachers will be evaluated on one FCAT subject area (reading or math) that best aligns with their primary support load.</p>

* Teachers will utilize the individual professional development plan at the beginning of the school year to identify the FCAT subject area that will determine the student learning growth value component.

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Educational Personnel Categories

<u>Category 1</u> <i>Classroom Teachers: FCAT Grades & Subjects</i>	<u>Category 2</u> <i>Classroom Teachers: With Student FCAT Scores</i>	<u>Category 3</u> <i>Classroom Teachers: Non-FCAT Grades</i>	<u>Category 4</u> <i>Instructional Personnel: Non-Classroom Teacher</i>
All 4 th grade Teachers	K-12 Elective Teachers	Kindergarten Teachers	ESE Coordinator
All 5 th grade Teachers	6 th – 10 th Social Studies Teachers	1 st grade Teachers	Reading Coach
6 th – 10 th grade Reading Teachers	6 th – 10 th Science Teachers	2 nd grade Teachers	Math Coach
6 th – 10 th Grade Language Arts Teachers	Academic Enrichment Teacher	3 rd grade Teachers	Guidance (K-5)
6 th – 10 th Grade Math Teachers	Reading Strategies Teacher		Guidance (6-12)
	Speech & Language Teacher		Dean of Students (9-12)
	ESE Teacher (K-5)		
	ESE Teacher (6-10)		