

STEPS TO DETERMINING STUDENT GROWTH MEASURES For DPAS II

The Delaware Department of Education is working to determine measures for student growth as defined in the Delaware Performance Appraisal System Second Edition (DPAS II) revised regulations. This is component V of DPAS II and will be the only component focused on during this process. Dr. Laura Goe the leading national researcher in the field of determining growth factors is working with the DOE along with additional the support from the National Comprehensive Center for Teacher Quality.

There are three key groups involved in the process. These groups; the Innovation Action team, the Educational Partners, and the Working Committees; have some membership overlap but have distinctive roles. The National Comprehensive Center for Teacher Quality, the Mid-Atlantic Comprehensive Center, and DOE will provide support to all the groups.

The **Innovation Action Team** has been active for over a year. Its membership consists of key stakeholders in education including private foundations, government representatives, and the leadership of the various educational organizations (DSEA, DASA, DSBA, etc.). The role of the Innovation Action Team is to recommend to the Secretary of Education big picture ideas and direction for change.

The **Educational Partners** are district and school leaders and Education Association representatives of all the practitioners. There are parents, teachers at different levels, specialists, building administrators, central office administrators, superintendents and school board members. The role of this group is to filter and form conceptual models for measuring student growth.

The **Working Committees** are the largest group. This group includes subgroups that represent every educator in the system from Early Childhood to High School Chemistry, from teachers who teach the most challenged students to those who teach the most gifted, from educators who teach classes where there are standardized test to those with less standardized assessments, including all specialists such as nurses, librarians and counselors. These groups will be supported by DOE staff members who provide leadership in these fields, higher education leaders in the fields and parents.

June 16th – Framing the Conversation

Dr. Lowery will set the stage for the work on June 16th at a combined meeting of the Education Partners and the Innovation Action Team. After Dr. Lowery presents the charge, Dr. Donald Beers will review the current DPAS II. Don has been the Principal Evaluator of DPAS II since the initiation of the first Pilot. He will report how the current system is functioning and share educator comments about the system.

Dr. Laura Goe, will be addressing the groups for the remainder of the day. She will present information on research-based best practices, how other states and large districts are carrying out those practices, and important considerations for designing Delaware's model. The groups will examine best practices, explore other state evaluation systems that include student growth components, and discuss a framework for student growth that Delaware may consider.

June 17th – Beginning the Process

Dr. Goe and facilitators from the National Comprehensive Center for Teacher Quality will work with the Educational Partners group to define the parameters of Delaware's Student Growth model. This work may, and probably will, continue beyond June 17th.

July 1st – Model Reviewed

The model developed by the Educational Partners Group will be forwarded to the Innovation Action Team for review and comment, then onto the Secretary of Education for approval.

July 13th DOE Staff receive a formal briefing

The groups will examine best practices, explore other state evaluation systems that include student growth components, and discuss a framework for student growth that Delaware may consider. To this end, all DOE professional staff responsible for content areas or services covered by DPAS II will be working with their subgroup to determine student growth factors specific to their area of expertise. During the afternoon of July 13th DOE staff will be provided with a facilitation guide and background information on their roles with the Working Committee.

July 14th & 15th – Work Committees begin

Dr. Lowery will set the stage for this most important work. Dr. Goe will review the framework developed by the Educational Partners and outline a process for determining student growth factors in each area/specialty. Sub groups will then work collaboratively and participate in continuous whole-group reporting out. Individual sub-group work, with intermittent whole-group sharing, will continue until completed and approved.

June 30, 2011 – deadline for all completed work