

'The Set': How were DE administrators rated on the revised evaluation system?

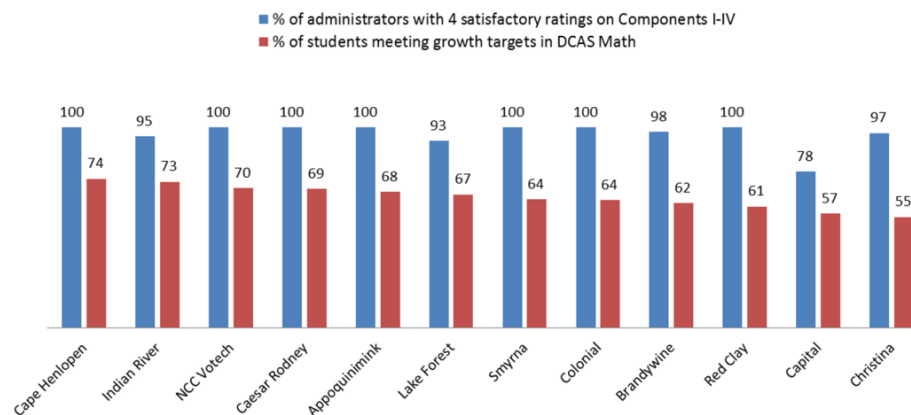
Monthly Data Briefs from the Delaware Dept. of Education's Teacher and Leader Effectiveness Unit

In the 2012-13 school year, all Delaware administrators received a rating through the state's revised evaluation system (DPAS-II) that captured their impact on student improvement. This revised student improvement rating—Component V—was combined with the four qualitative components (Vision and Goals, Culture of Learning, Management, and Professional Responsibilities) of an administrator's evaluation to provide a full performance appraisal. This brief presents state and district-level evaluation results and analyzes the relationship between the qualitative and quantitative components of DPAS-II.

Distribution of Administrators' Components I-IV Ratings

- Components I through IV of the DPAS-II system for administrators are based on an evaluator's qualitative assessments of an administrator's success with the following areas: Vision and Goals, Culture of Learning, Management and Professional Responsibilities. All administrators who are "on-cycle"* in a given year receive either a "Satisfactory" or "Unsatisfactory" rating on each of these components.
- During the 2012-13 school year, nearly all administrators (97%) who received a summative evaluation were rated "Satisfactory" on all four of these components.
- Figure 1 compares the percentage of administrators in each district** who received "Satisfactory" ratings in Components I through IV (blue bars) to the percent of that district's students that met their DCAS math growth targets in 2012-13 (red bars).
- While the share of students meeting their growth targets varies across the districts (from 74% to 55%) over 90% of administrators received "Satisfactory" ratings in Components I-IV).

Figure 1. Administrator Component I-IV Ratings vs. Share of Students Meeting Growth Targets in Math by District

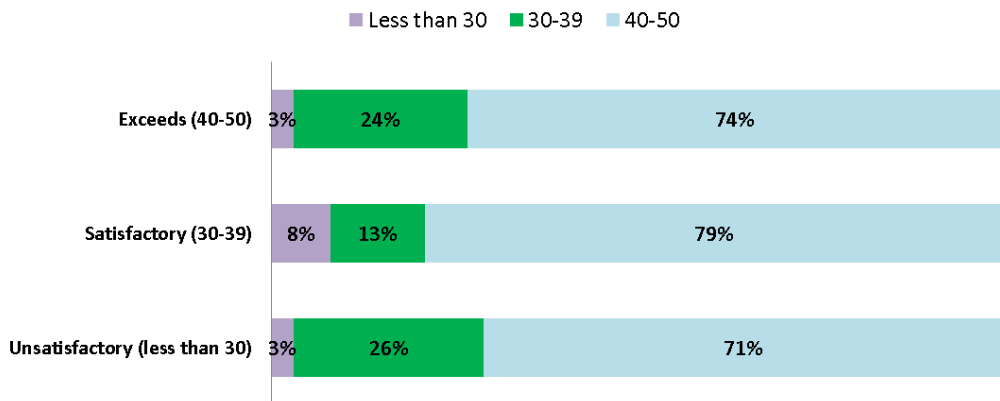


A Comparison of Component V Part A vs. Part B

- Delaware state law required that all educator and administrator evaluations include measures of student growth beginning in the 2012-13 school year. In 2012-13 the student improvement component of DPAS-II evaluations included two measures of student growth: Part A, based on state-defined student growth targets on the state assessment, and Part B, based on goals for student improvement decided on by an administrator and their evaluator. Administrators had the option of being evaluated solely on their Part A, or a combination of Part A and Part B where each comprised 50% of their Component V score (with a maximum of 100 points).
- On average, administrators received higher scores on Part B than Part A. For administrators with both scores, the average Part A score was 33 out of 50 as compared to 44 out of 50 for Part B. The district with the highest Part B score average (50) was Smyrna and the lowest (36) was Indian River.
- There is no correlation between an administrator's Part A student growth score and Part B score. Figure 2 shows that the majority of administrators received scores between 40 and 50 for Part B in each of the score ranges for Part A. Of the administrators at an 'unsatisfactory-level' on their Part A (less than 30 points out of 50 based on state-defined student growth targets), 71% received 'exceeds-level' scores (40-50 points out of 50) on their Part B targets (set by an administrator and their evaluator).

Figure 2.

Distribution of Administrator Component V Part B Scores By Part A Scores



Note: *Educators and administrators receive summative evaluations every other year in Delaware with some "on-cycle" each year.

**Districts with fewer than 10 administrators were excluded from district-level analyses.

Distribution of Administrators' Component V Ratings

- Component V is calculated by adding a Part A score to the Part B score if an administrator opted to use both measures. 67% of administrators elected to be evaluated using both Part A and Part B, while the other third chose only Part A.
- A Part B score will range 0 to 50, and a Part A score is equal to half of the percentage of students on the administrator's roster meeting their growth targets, unless Part A is being taken alone (in which it comprises 100%).
- A Component V score of 80 or above is considered "Exceeds", between 60 to 79 points is considered "Satisfactory", and below 60 points is "Unsatisfactory". This differs from Components I through IV, which are rated either Satisfactory or Unsatisfactory.
- Figure 3 shows the rating distributions for each Component of the DPAS-II system. Components I through IV show little differentiation, with between 98 and 100% of administrators "Satisfactory" in any given component.
- Component V ratings, by contrast, show varied performance. 42% of administrators are rated "Exceeds," 50% are rated "Satisfactory," and 8% are rated "Unsatisfactory." In a recent report on the state's evaluation system***, 53% of educators were rated "Exceeds," 46% were "Satisfactory," and 1% "Unsatisfactory."

Figure 3.

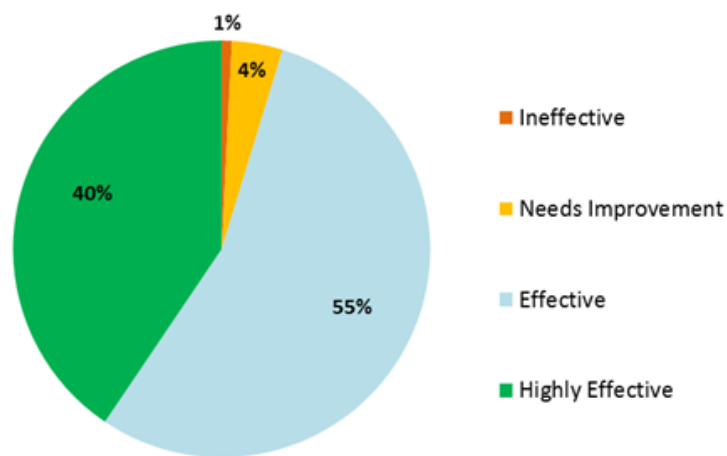
2012-2013 DPAS-II for Administrators Component Rating Distribution



Distribution of Administrators' Summative Ratings

Figure 4.

2012-2013 DPAS-II for Administrators Distribution of Summative Ratings



- The five components of DPAS-II culminate in a summative rating for administrators every other year (with around half of administrators "on-cycle" in a given year). Ratings from the first four components are evaluated alongside an administrator's Component V score to give an overall rating of "Ineffective", "Needs Improvement", "Effective" or "Highly-Effective."
- Figure 4 shows the distribution of these overall DPAS-II summative ratings for all administrators considered "on-cycle" with data entered into the state's Evaluation Reporting System.
- Administrators could not be rated "Effective" without a Component V rating of at least "Satisfactory", and they cannot be rated as "Ineffective" if their Component V rating is "Satisfactory".
- Overall, 40% of administrators received the newly-created "Highly Effective" rating, 55% were rated "Effective" and 5% were rated as "Ineffective" or "Needs Improvement." The distribution of administrators' summative ratings is comparable to the distribution of ratings for non-administrators in Delaware. 99% of educators with a summative rating in 2012-13 were rated "Effective" or better.

***Continuous Improvement: A Report on "Year One" of the revised DPAS-II Educator Evaluation System (http://www.doe.k12.de.us/tleu_files/DPAS_II_Year_One_Report_2013.pdf)

Sources: All data are from state administrative records. For more information contact: atnre.alleyne@doe.k12.de.us.