

**Delaware Department of Education (DDOE)—Teacher & Leader Effectiveness Unit (TLEU)**  
**The Student Improvement Component for Group 1 Educators (DPAS-II)**  
**2015-2016**

For the purposes of streamlined implementation in 2015-2016 and beyond, Group 1 Educators include any educator who instructs reading and/or mathematics for at least ten (10) students in grades four (4) through eight (8).<sup>\*</sup> The Student Improvement Component for those considered Group 1 Educators shall be comprised of two student growth measures (“data points”) weighted equally (50% for each):

**Measure A, ELA/Math Student Growth:** Measure A will be based on student scores from the State Assessment in ELA and Math. **In 2015-16, Measure A will not be officially incorporated into educator evaluation.** However, student growth results from the state assessment and unofficial ratings will be provided to educators for informational purposes in Fall 2016.

**Measure B, Student Growth Measures:** Measure B will have two (2) data points. The first data point will be based upon student performance on any state-approved Measure B assessment in ELA or Mathematics at the grade-level(s) which the educator serves. The second data point will be an additional student performance measure based upon another state-approved Measure B assessment. If there is no second assessment available, an educator may use an approved student growth goal (from the Measure C library) for the second data point. **There shall be two total data points used by those classified as Group 1 Educators for the purposes of the Student Improvement Component in 2015-16. Each Measure B data point will be worth 50% of each Group 1 Educator’s overall Student Improvement Component rating.** Measure selection and goal/target identification must be approved by each educator’s evaluator. Measures must be state-approved, and LEAs must adhere to all state-required data entry procedures delineated by DDOE. Procedures for goal-setting and scoring for Group 1 shall be as follows:

- Scoring on the first “data point” of Measure B for Group 1 Educators in 2015-16 shall be determined by local goal-setting and be based upon the degree of student attainment on approved assessments in ELA/Mathematics. Goal-setting for this data point should include **all students** the educator instructs.
- Scoring on the second “data point” within Measure B for Group 1 Educators in 2015-16 shall be determined by local goal-setting and shall outline the expectations for student growth on state-approved Measure B assessments. If there is no second Measure B assessment available, a Group 1 Educator may select an approved Measure C growth goal for the second data point.

**Overall Student Improvement Component ratings for Group 1 Educators in 2015-16 shall be determined as follows:** Educators will earn a rating on *each* of the two data points of Exceeds, Satisfactory or Unsatisfactory. These ratings shall be combined to determine the educator’s Student Improvement Component rating as follows:

Group 1 Rating Combinations of the two data points		Overall Student Improvement Component Rating
Exceeds	Exceeds	Exceeds
Exceeds	Satisfactory	Satisfactory
Exceeds	Unsatisfactory	Satisfactory
Satisfactory	Satisfactory	Satisfactory
Satisfactory	Unsatisfactory	Unsatisfactory (Evaluator may consider a “Satisfactory” rating)
Unsatisfactory	Unsatisfactory	Unsatisfactory

*If there is disagreement about an educator’s measure selection, goal-setting, or performance rating(s), the evaluator makes the final determination. The Department of Education will monitor goal-setting statewide in 2015-16.*

<sup>\*</sup>Per Regulation 106A, any educator who instructs ELA and/or mathematics for at least ten (10) students in grades three (3), nine (9), and ten (10) may also request Group 1 Educator classification. However, the Department recommends the use of Group 2 Educator classification for these educators during the state assessment transition. Student Growth Model Data is not scheduled to be available for ELA/Math teachers in Grades 3, 9, and 10 for 2016-17.

**Delaware Department of Education (DDOE)—Teacher & Leader Effectiveness Unit (TLEU)**  
**The Student Improvement Component for Group 2 and Group 3 Educators (DPAS-II)**  
**2015-2016**

Group 2 Educators typically include any educator who reports student grades for at least ten (10) students in any subject or grade where state assessments in reading and mathematics are not administered and/or where Measure B assessments have been state-approved. In 2015-16, the Group 2 category may also include 3<sup>rd</sup>, 9<sup>th</sup>, and 10<sup>th</sup> grade English/Mathematics educators for the purposes of streamlined implementation.\* For those considered Group 2 Educators, the Student Improvement Component shall be comprised of two student growth measures (“data points”) weighted equally (50% for each):

**Group 2, Student Growth Measures:** Those considered Group 2 educators will have two (2) data points. At least one (1) Measure B assessment must be used. Beginning in 2015-16, the two data points may include the use of two (2) Measure B assessments OR one (1) Measure B assessment and one (1) Measure C growth goal. **There shall be two total data points used for the purposes of the Student Improvement Component in 2015-16. Each data point shall be worth 50% of an educator’s overall Student Improvement Component rating.** Measure selection and goal/target identification must be approved by each educator’s evaluator. Measures must be state-approved, and LEAs must adhere to all state-required data entry procedures delineated by DDOE.

*\*In rare cases, a Group 2 educator/evaluator may determine that four “data points” are beneficial in capturing their impact on student outcomes. LEAs shall notify DDOE as to how many educators are evaluated as such in 15-16. DDOE’s policy shift to less required “data points” is based upon feedback from the field. See DPAS-II Guides/Appendices for how overall Student Improvement Component ratings are comprised in these rare cases.*

Group 3 Educators include any educator who generally does not report student grades and/or any educator who cannot otherwise be categorized into Groups 1 or 2. The Student Improvement Component for Group 3 Educators shall be comprised of two student growth measures (“data points”) weighted equally (50% for each):

**Group 3, Student Growth Measures:** Group 3 educators will have two (2) data points. Beginning in 2015-16, data points shall include the use of two (2) Measure C growth goals. **There shall be two total data points used for the purposes of the Student Improvement Component for Group 3 Educators in 2015-16. Each data point will be worth 50% of an educator’s overall Student Improvement Component rating.** Measure selection and goal/target identification must be approved by each educator’s evaluator. Measures must be state-approved, and LEAs must adhere to all state-required data entry procedures delineated by DDOE.

*\*In rare cases, a Group 3 educator/evaluator may determine that four “data points” are beneficial in capturing their impact on student outcomes. LEAs shall notify DDOE as to how many educators are evaluated as such in 15-16. DDOE’s policy shift to less required “data points” is based upon feedback from the field. See DPAS-II Guides/Appendices for how overall Student Improvement Component ratings are comprised in these rare cases.*

Group 2 & 3 Rating Combinations of the two data points		Overall Student Improvement Component Rating
Exceeds	Exceeds	Exceeds
Exceeds	Satisfactory	Satisfactory
Exceeds	Unsatisfactory	Satisfactory
Satisfactory	Satisfactory	Satisfactory
Satisfactory	Unsatisfactory	Unsatisfactory (Evaluator may consider a “Satisfactory” rating)
Unsatisfactory	Unsatisfactory	Unsatisfactory

*If there is disagreement about an educator’s measure selection, goal-setting, or performance rating(s), the evaluator makes the final determination. The Department of Education will monitor goal-setting statewide in 2015-16.*

\*Per Regulation 106A, any educator who instructs ELA and/or mathematics for at least ten (10) students in grades three (3), nine (9), and ten (10) may also request Group 1 Educator classification. However, the Department recommends the use of Group 2 Educator classification for these educators during the state assessment transition. Student Growth Model Data is not scheduled to be available for ELA/Math teachers in Grades 3, 9, and 10 for 2016-17.