

**Delaware Department of Education – Teacher & Leader Effectiveness Branch (TLEB)  
DPAS-II: Student Improvement Component for 2016-17**

**For all educator groups, the Student Improvement Component of DPAS-II for Teachers/Specialists shall be comprised of two student growth targets, weighted equally (50% for each). Measure selection and goal target identification is based on professional conversation between the administrator and evaluator during conferencing. If agreement cannot be reached, administrators have final approval. Whenever possible, goal setting should include all students the educator instructs.**

**Group 1:** 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). The Student Improvement Component of DPAS-II for Group 1 Educators shall be comprised of Measure A and Measure B or C, weighted equally (50% for each).

- Measure A: Measure A will utilize student scores from the state assessment in ELA and Math. Growth targets are based on the state’s student growth model and are established by the Department of Education.
- Measure B or C: The second growth target shall be determined using a state-approved Measure B content assessment or Measure C growth goal.

**Group 2:** Group 2 educators include any educator who generally 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 a Measure B is available. The Student Improvement Component of DPAS-II for Group 2 Educators shall be comprised of two student growth targets weighted equally (50% for each)

- Measure B: The first growth target shall be determined using a state-approved Measure B content assessment.
- Measure B or C: The second growth target shall be determined using an approved Measure B content assessment or Measure C growth goal.

**Group 3:** Group 3 educators include any educator who generally does not report student grades and any educator who cannot otherwise be categorized into Groups 1 or 2. The Student Improvement Component of DPAS-II for Group 3 Educators shall be comprised of two student growth targets, weighted equally (50% for each).

- Measure C: Two growth targets shall be determined using approved Measure C growth goals.

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Rating Combinations for the two growth targets		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

*In rare cases, educators/evaluators may determine that four (4) growth targets are beneficial in capturing the impact on student outcomes. LEAs shall notify DDOE as to how many educators are evaluated as such. See DPAS-II Guides/Appendices for how overall Student Improvement Component ratings are comprised in these rare cases. In order to allow additional flexibility, Group 1 educators may now make use of Measure C growth targets, if more appropriate. DDOE’s policy shift to less required growth targets and greater flexibility is based upon feedback from the field.*