

Evaluation - Student Growth Measures (SGMs)

Overview on Kansas teacher evaluation presented to Kansas BOE July 9, 2014 : <http://community.ksde.org/Portals/44/Documents/Bill%20at%20Board%20of%20Ed%20July%209%202014.pptx>

SGMs will be part of all Kansas educators' evaluations, as a significant factor, in 2014-2015. It is not expected that evaluation systems will be used to "inform personnel decisions" until 2017-2018.

Evaluation is ongoing. SGMs document the specific amount of student growth attributable to the educator throughout the educator's current cycle (a period between two identified points in time, up to four years long).

SIX CRITERIA FOR SELECTING SGMs

- Local assessments must be created in consultation with a school administrator with expertise in assessments, special education, ELL specialist and content expert.
- Assessments cover all key subject/grade level content standards.
- Number of test items should correlate to distribution of % of time spent teaching the content.
- Assessments should require higher order thinking as appropriate.
- Assessments should allow high and low achieving students to demonstrate their knowledge.
- Assessments should measure accurately what they are designed to measure and produce similar results for students with similar levels of ability.

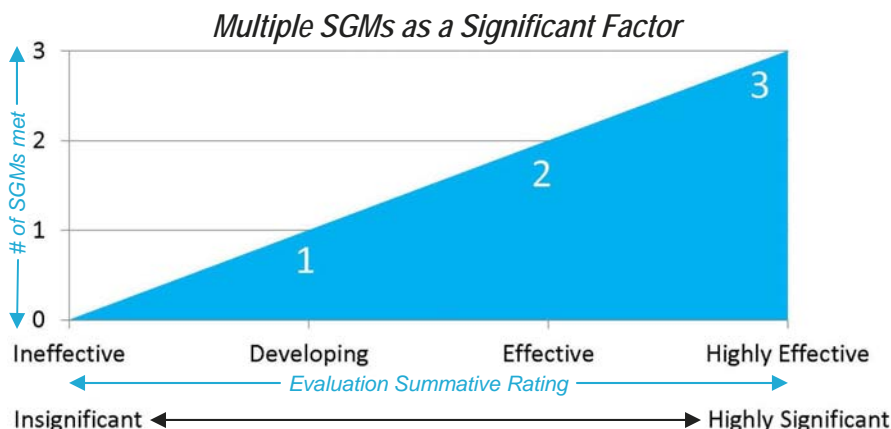
Student Growth as a Significant Factor

"Student growth as a significant factor" refers to the requirement that a teacher must meet multiple measures of student growth to receive an **Evaluation Summative Rating** of "Effective" or "Highly Effective." **Multiple** is defined as "more than one."

A teacher's Student Growth Summary Rating is NOT derived from a percentage or mathematical formula.

The amount of growth required for an SGM to be considered "met" is determined at the district (LEA) level.

The chart below, which uses KEEP terminology for the rating levels, illustrates the relationship between multiple SGMs and the Evaluation Summative Rating.



Three Types of SGMs:

State assessments (required for grades and subjects tested)

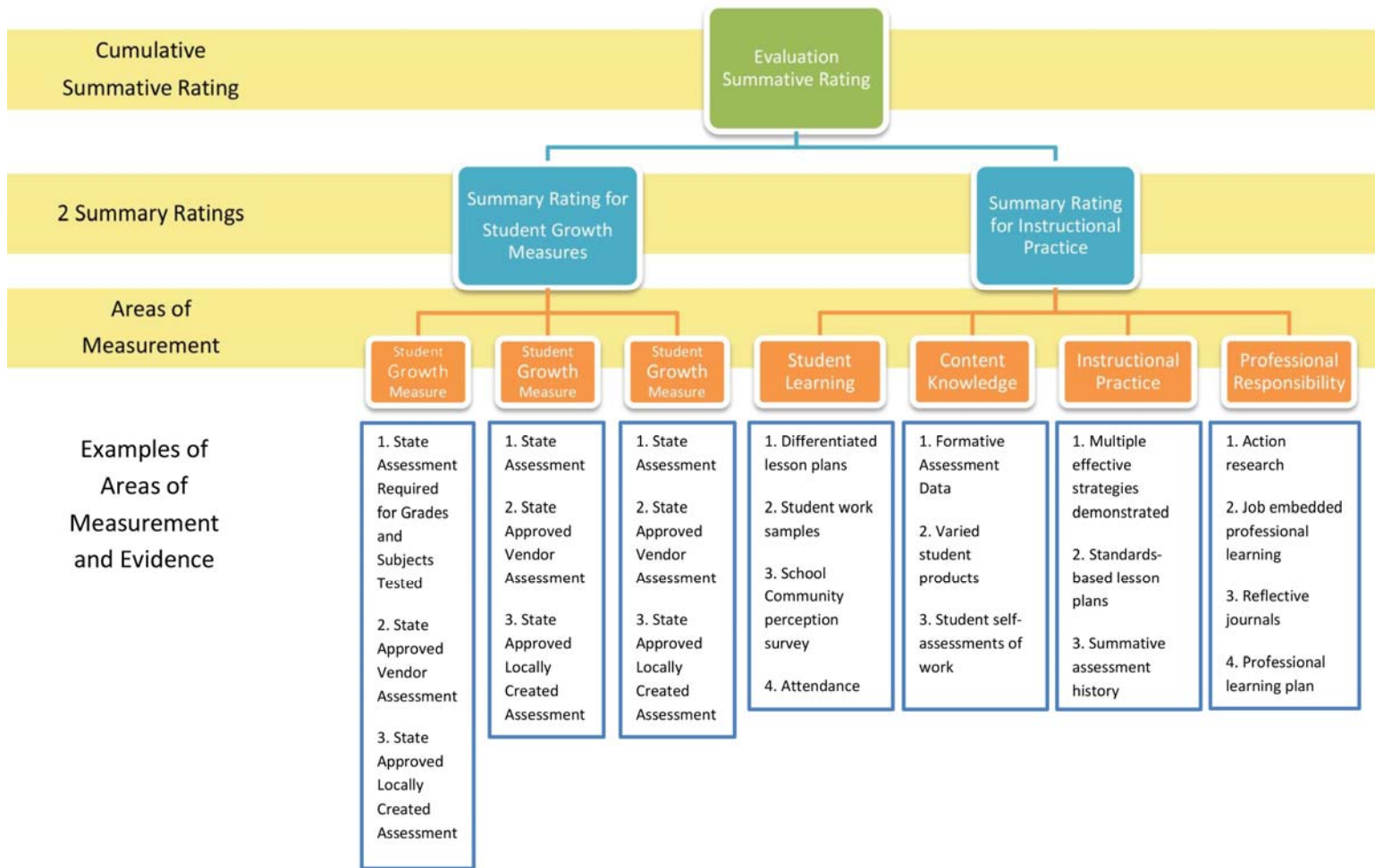
Commercial assessments

Locally (LEA)-created assessments

SGM GUIDANCE FROM KSDE

- KSDE encourages LEAs to use the commercially purchased and locally developed student growth measures they currently have.
- State assessments are required as given.
- All grade levels across schools in a district should use the same measures.
- Local performance assessments should be collaboratively designed, reviewed and used across the district with strict adherence to an inter-rater agreement.
- Student Growth Objectives (SGOs) or Student Learning Objectives (SLOs) are to be developed with collaborative district-wide teams.
- The "default list" of SGMs for LEA reference is available on the KSDE website at <http://community.ksde.org/Default.aspx?tabid=5755>.

2014-2015 Kansas Model for All Kansas Educator Evaluation Systems



SIX GUIDELINES FOR EDUCATOR EVALUATION

It is the responsibility of all districts to adhere to the Six Guidelines stipulated in the **Kansas Flexibility Waiver**:

1. Used for continual improvement of instruction.
2. Differentiated performance using at least 3 levels.
3. Multiple, valid measures in determining performance levels, including as a significant factor data related to student growth for all students and a process ensuring inter-rater reliability.
4. Evaluation of all educators on a regular basis.
5. Provide clear, timely, useful feedback that identifies needs and guides professional learning opportunities to specific needs.
6. Data and a process will be used to inform personnel decisions.

INTER-RATER AGREEMENT

Within the evaluation process, *Inter-rater Reliability (IRR)* and *Inter-rater Agreement (IRA)* are used during the four stages below. [Click here](#) for more information on IRR and IRA.

- Teacher and Building Leader observations.
- Teacher and Building Leader artifact reviews.
- Teacher and Building Leader summary ratings #1 and #2.
- Teacher and Building Leader final summative evaluation ratings.

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Online Resources:

Teacher Licensure & Accreditation Main Page
<http://ksde.org/Agency/DivisionofLearningServices/TeacherLicensureandAccreditation.aspx>
 KEEP Districts
<http://community.ksde.org/Default.aspx?tabid=4419>
 Non-KEEP Districts
<http://community.ksde.org/Default.aspx?tabid=4422>

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