

Scale Changes to the Model System

More explanation on the November 2013 revisions

In October, two districts shared with the Educator Effectiveness team that certain instances of ratings *within* a standard did not seem to make sense. For example, in one case, someone could have the following standard rating result:

Educator A Before Revision

Professional Practice ratings:

Standard 1	Partially Proficient	(1 point)
Standard 2	Partially Proficient	(1 point)
Standard 3	Partially Proficient	(1 point)
Standard 4	Partially Proficient	(1 point)
Standard 5	Basic	(0 points)

Final Rating Professional Practices Rating = Basic (4 points)

Because this final standard rating does not make sense, we immediately ran additional simulations to determine that, in fact, a change was necessary during implementation. The resulting new scale would yield the following result:

Educator A AFTER Revision

Professional Practice ratings:

Standard 1	Partially Proficient	(1 point)
Standard 2	Partially Proficient	(1 point)
Standard 3	Partially Proficient	(1 point)
Standard 4	Partially Proficient	(1 point)
Standard 5	Basic	(0 points)

Final Rating Professional Practices Rating = Partially Proficient (4 points)

One of the core principles of the model evaluation system is that it is fair and transparent. Therefore, we have used the data from the simulations to derive a revised scale that is fairer for educators using the state model evaluation system. The revised scales are below for both the teacher and principal.

TEACHER overall professional practice scales, both old and revised.

Old Teacher Scales	0 to 20 Professional Practice scale	0 to 540 Scale to combine with the 50% Student learning	CORRECTED Teacher Scales	0 to 20 Professional Practice scale	0 to 540 Scale to combine with the 50% student learning
Basic	0 to 4	0 to 108	Basic	0 to 2	0 to 54
Partially Proficient	5 to 8	109 to 216	Partially Proficient	2.01 to 7	55 to 189
Proficient	9 to 12	217 to 324	Proficient	7.01 to 12	190 to 324
Accomplished	13 to 16	325 to 432	Accomplished	12.01 to 17	325 to 459
Exemplary	17 to 20	433 to 540	Exemplary	17.01 to 20	460 to 540

PRINCIPAL overall professional practice scales, both old and revised.

Old Principal Scales	0 to 24 Professional Practice scale	0 to 540 Scale to combine with the 50% student learning
Basic	0 to 5	0 to 108
Partially Proficient	6 to 10	109 to 216
Proficient	11 to 15	217 to 324
Accomplished	16 to 20	325 to 432
Exemplary	21 to 24	433 to 540

CORRECTED Principal	0 to 24 Professional Practice scale	0 to 540 Scale to combine with the 50% student learning
Basic	0 to 2	0 to 45
Partially Proficient	2.01 to 8	46 to 180
Proficient	8.01 to 14	181 to 315
Accomplished	14.01 to 20	316 to 450
Exemplary	20.01 to 24	451 to 540