



DEPUTY COMMISSIONER, P-12 EDUCATION

August 16, 2012

To: Superintendents and District Superintendents  
From: Deputy Commissioner of P-12 Education Ken Slentz  
Re: Delivery of 2011-2012 Educator Growth Results

Dear Colleagues:

I am writing to provide you with information about distribution of the State-provided growth data provided as part of Education Law §3012-c, that will be available to your district beginning today via the NYSED IRS Portal: <http://www.p12.nysed.gov/irs/irs-portal/>. When you login to the portal, a number of files will be available for you to download, including PDF reports for Grade 4-8 ELA and Math teachers, and reports for principals with those grades in your district. A district-level data file that includes similar data to that of the individual educator reports will also be available for you to download on the portal.

**Using the State-provided Growth Scores:** If your district has implemented APPR according to Education Law §3012-c for the 2011-2012 school year, you will need to incorporate the overall growth score (including the Growth Rating (HEDI) and Growth Score (0-20 points)) into the APPR results for each applicable educator. Whether or not you are using the scores as part of APPR in 2011-2012, your district may find that the information provided in these reports can support instructional improvement and professional development goals in conjunction with other information about educator effectiveness.

**Guidelines for Submitting APPR Data:** It is important to note that if your district is implementing APPR according to Education Law §3012-c for the 2011-2012 school year, you will need to report to NYSED the Growth Subcomponent score for each educator in addition to the remainder of your district's 2011-2012 evaluation data according to the instructions included in NYSED Data Director Jeff Baker's August 2012 memo available at <http://www.p12.nysed.gov/irs/news.html>.

**Other NYSED Reporting plans:**

In addition to the data files and reports that are available beginning today on the IRS Portal, NYSED intends to provide an online reporting system with State-provided growth scores and related data to educators in late October 2012. The online reporting system will be password-protected and accessible only by district and school personnel. Using this system, superintendents will be able to view growth data for schools within the district, including teacher-level scores; principals will be able to view growth data for schools to which they are

assigned, including teacher-level scores; and teachers will be able to view their own growth scores and detailed data (similar to what is in the PDF reports).

In addition, NYSED expects to make public later this fall certain data required by the 2012 amendments to Education law §3012-c relating to disclosure of evaluation data, including evaluation quality ratings and composite scores by school district for principals, and by school building for teachers. NYSED also expects to release subcomponent ratings and scores including State-provided growth scores. NYSED will take all necessary precautions to ensure that such public release of data does not include personally identifiable information for any teacher or principal.

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### **Frequently Asked Questions**

#### **What is a State-provided growth rating and score?**

*These measures show the growth obtained by an educator's students on State assessments of ELA and/or Math between two points in time from grades 3-8. The growth of each student is compared to similar students on the basis of past assessment scores and certain demographic information. The measures are provided for teachers of grades 4-8 ELA and Math and their principals to be used as the Growth Subcomponent of these educators' annual professional performance reviews under Education Law §3012-c. Based on this measure, each educator earns one of four growth ratings (HEDI) and a growth score from 0-20 points.*

#### **What is an MGP?**

*An MGP, or Mean Growth Percentile, is the average of the student growth percentiles (SGPs) attributed to a given educator. An educator's overall MGP across all grades and subjects is used to determine his/her Growth Rating and Growth Score. For a teacher, the MGP is the average of the SGPs of the students assigned to the teacher. For a principal, the MGP is the average of the SGPs of the students enrolled in the school. As appropriate for each educator, in addition to an overall MGP, an MGP will be calculated for ELA and Math at each applicable grade level if the educator has at least 16 student-level SGPs in that grade/subject.*

#### **What is a Growth Rating?**

*A Growth Rating represents how well an educator's students have performed compared to the State average for similar students. There are four rating categories (scores in parentheses represent scoring ranges applicable for 2011-2012): Highly Effective (scores of 18-20), Effective (scores of 9-17), Developing (scores of 3-8), and Ineffective (scores of 0-2). A Growth Rating of Highly Effective represents results that are well above the State average for similar students, Effective represents meeting the State average, Developing represents below the State average, and Ineffective represents well below the State average.*

**What is a Growth Score?**

*A Growth Score is a number from 0-20 that is determined based on an educator's overall MGP. The Growth Score points are assigned by NYSED based on the distribution of educators within each Growth Rating.*

**What should Districts do with these data?**

*The Growth Score for each educator will be used as the Growth Subcomponent Score for an educator's APPR according to Education Law §3012-c. If your district has implemented §3012-c for classroom teachers in ELA and Math grades 4-8 and their building principals in the 2011-2012 school year, these data will be used as the State-provided Growth Subcomponent Score for evaluation purposes. These districts need to take the necessary steps to incorporate these scores into the APPRs for applicable educators.*

*Regardless of whether your district has implemented §3012-c for 2011-2012, you may find that the State-provided growth scores in conjunction with other information about educator effectiveness can support your district's ongoing instructional improvement initiatives. Sharing the information with educators may also help your district prepare for future implementation of §3012-c.*

**Why do some of my educators not have growth scores?**

*Growth scores are only provided for teachers and principals with students in grades 4-8 ELA and Math.*

*Within that group of educators, an MGP is only calculated for an educator if the educator has a sufficient number of student-level scores attributed to her or him. The minimum number of student-level SGP scores required for a growth score to be generated by the State for an educator is 16 scores. This could be, for instance, 16 SGP scores in one subject, or eight students who have SGP scores in both ELA and Math.*

**How should we evaluate our educators for the Growth Subcomponent in 2011-12 if they expected they would have a growth score and they do not?**

*Districts should use alternative means, such as a school-wide result based on State assessments (in accordance with Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents) to evaluate educators who do not receive growth scores for any reason the District did not anticipate. Districts should also take steps to minimize consequences from unanticipated lack of growth scores in future years such as ensuring that complete student linkage data is reported for every applicable educator and that educators with smaller student counts have student learning objectives.*

**Why do the school-level reports list the school name and not the building principal's name?**

*The school-level reports included in this distribution do not list the building principal's name because the SIRS system does not currently identify building principals by name. Future iterations of the reporting system will allow for identification of building principals by name.*

**If some assessment scores are purged after the release of growth data, will the growth scores be recalculated?**

*No, the growth scores will not be recalculated. Districts will have to determine which educators are affected by the invalidated scores and whether their growth scores are therefore unusable. If growth scores become unusable, the district should use alternative means (in accordance with Education Law §3012-c) to evaluate educators who are affected by this purge.*

**What should I do if principals or teachers find errors in the data included in the report?**

*If educators find errors in the data included in the report they should contact their school-level data administrator. Districts and educators had an opportunity to verify the data that were submitted by their school during the TSDL data verification window of April-July 2012.*

**What should I do if there are errors in the district data included in the report?**

*As with all other school year data, if the information displayed in the reports is incomplete or inaccurate, the data should be corrected in the local source system (e.g., the student management system) and submitted again to NYSED. State-provided growth scores will not be re-calculated for 2011-2012, but if errors in data are changed and verified by the district these changes will be included in the data delivery to the growth model vendor for inclusion in the 2012-2013 data analysis and calculation.*

**Where can I get help answering questions about these data?**

*NYSED has provided a variety of materials to help districts and educators understand and use the State-provided growth scores. The growth model vendor (American Institutes for Research) recorded a webinar and a supplemental webinar gives specifics about how Growth Ratings and Growth Scores are determined. The slides and links for these webinars are available on the 'Resources about State Growth' page on EngageNY: <http://engageny.org/resource/resources-about-state-growth-measures/>. Additional materials including a technical report, a user guide, and a reference manual will be available on this page. Section D of the "Guidance on New York State's Annual Professional Performance Review law and Regulations" (see <http://usny.nysed.gov/rttt/teachers-leaders/home.html>) contains additional information about these measures. In addition, districts can send an email to [educatoreval@mail.nysed.gov](mailto:educatoreval@mail.nysed.gov) with questions about data.*

*In addition, participants in New York's Network Team Institute had the opportunity to attend two in-person training sessions about the growth scores. Your network team members are therefore a source of information and further training.*

**How should we handle appeals to the scores?**

*An appeals procedure must be locally established in each school district and BOCES and each district or BOCES APPR plan must describe the appeals procedure utilized (Education Law §3012-c[5][a]; 8 NYCRR §30-2.11). Section K of the “Guidance on New York State’s Annual Professional Performance Review law and Regulations” (see <http://usny.nysed.gov/rttt/teachers-leaders/home.html>) contains detailed information on appeal procedures.*