School Leadership Appraisal System

Advisory Committee | February 15, 2012

Housekeeping

- Committee Representation
    - Representation from elementary schools

- School Leader Appraisal Advisory Committee Portal

- Upcoming Meeting Schedule
  Feb 29,2012   Mar 6, 2012   Apr 3,2012

- Meeting Location & Time
  HMW (Feb 15,29) 3SE36 4:00 – 6 pm

- Expectations
  o Regularly attend meetings
  o Engage in brainstorming, document review, small and large group discussion, etc. to make recommendations and decisions about the design of the system
  o Advise on the system design, including consulting with colleagues on key design questions, bringing feedback to the larger group, and presenting ideas to the Principal Ad Hoc committee

Agenda

▶ Overview of MSL

Review and Explain the Draft Measures

Discussion on Choice of Performance Measures

Agenda

Overview of MSL

▶ **Review and Explain the Draft Measures**

Discussion on Choice of Performance Measures

Elementary School Performance Measures

Performance Indicator	Grades	Percent Weight	Actual History					
			2010	2011	2012	2010	2011	2012
			District			Campus		
Academic Achievement								
Student Performance								
EVAAS Composite CGI	3-5		tbd	tbd				
EVAAS Mean NCE Gain over Grades	3-5		na	na				
NRT (Grds 1-5) Reading; % >=50 NPR (all students)	1-5		54.3	55.6				
NRT (Grds 1-5) Math; % >=50 NPR (all students)	1-5		60.7	67.2				
Access to Success								
Attendance Rate	K-5		96.3	97.0				
TOTALS		100%						
Additional Indicators to Consider 2012-2013								
STAAR: % Satisfactory Academic Performance (II+)	3-5		na	na		na	na	
STARR: % Advanced Academic Performance (III)	3-5		na	na		na	na	

Note: Blank white cells indicate that either no information was available, data for that year were not comparable or data has not yet been compiled.

For School Leaders, performance targets are set annually based on campus indicators.

Each Early Childhood Center to be paired to an elementary campus for all indicators other than attendance, based on feeder patterns.

Middle School Performance Measures

Performance Indicator	Grades	Percent Weight	Actual History					
			2010	2011	2012	2010	2011	2012
				District			Campus	
Academic Achievement								
Student Performance								
EVAAS Composite CGI	6-8		tbd	tbd				
EVAAS Mean NCE Gain over Grades	6-8		na	na				
NRT (Grds 1-5) Reading; % >=50 NPR (all students)	6-8		39.3	39.6				
NRT (Grds 1-5) Math; % >=50 NPR (all students)	6-8		54.0	61.5				
Access to Success								
Attendance Rate	6-8		95.3	95.6				
Annual Dropout Rate[1]	7-8		**0.8**					
% enrolled passing Algebra I or Higher[2]	8		18.1	19.0				
TOTALS		100%						
Additional Indicators to Consider 2012-2013								
STAAR: % Satisfactory Academic Performance (II+)	6-8		na	na		na	na	
STARR: % Advanced Academic Performance (III)	6-8		na	na		na	na	

Note: Blank white cells indicate that either no information was available, data for that year were not comparable or data has not yet been compiled.
For School Leaders, performance targets are set annually based on campus indicators.

Dropout data lags by one year; score to be based on 2012 performance.

[1] Highest Dropout Rate in Grades 7-8 among student subgroups.

[2] Number of 8th grade students passing Algebra I or higher divided by campus 8th grade enrollment.

High School Performance Measures

Performance Indicator	Grades	Percent Weight	Actual History					
			2010	2011	2012	2010	2011	2012
				District			Campus	
Academic Achievement								
Student Performance								
EVAAS Composite CGI	9-11		tbd	tbd				
EVAAS Mean NCE Gain over Grades	11							
SAT (College Ready Benchmark)[1]	12		28.3	24.7				
PSAT College Readiness	10		12.5	11.9				
Access to Success								
Attendance Rate	9-12		92.4	92.3				
4-Yr Graduation Rate[2]	cohort		74.3					
4-Yr Longitudinal Dropout Rate	cohort		12.6					
% enrolled passing advanced courses[3]	10-12		32.9	38.2				
% enrolled passing AP/IB exam[4]	10-12		10.5	11.0				
TOTALS		100%						
Additional Indicators to Consider 2012-2013								
STAAR: % Satisfactory Academic Performance (II+)	9-10		na	na		na	na	
STARR: % Advanced Academic Performance (III)	9-10		na	na		na	na	
4-Yr Completion Rate	cohort							

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For School Leaders, performance targets are set annually based on campus indicators.

Graduation, Completion and Dropout data lags by one year; score to be based on 2012 performance.

[1] Percent of graduating class enrollment meeting college-readiness benchmark of >= 1500 on combined SAT.

[2] Graduation Rate is the indicator used by AYP.

[3] Number of 10th-12th grade students (unduplicated count) passing an AP/IB or Dual Credit Course divided by campus 10th-12th grade enrollment).

[4] Number of 10th-12th grade students (unduplicated count) passing at least one AP exam (3+) or IB exam (4+) divided by campus 10th-12th grade enrollment.

K-8 Performance Measures

Performance Indicator	Grades	Percent Weight	Actual History					
			2010	2011	2012	2010	2011	2012
			District			Campus		
Academic Achievement								
Student Performance								
EVAAS Composite CGI	3-8		tbd	tbd				
EVAAS Mean NCE Gain over Grades	3-8		na	na				
NRT (Grds 1-5) Reading; % >=50 NPR (all students)	1-8		49.5	50.6				
NRT (Grds 1-5) Math; % >=50 NPR (all students)	1-8		58.6	65.4				
Access to Success								
Attendance Rate	K-8		96.2	96.6				
Annual Dropout Rate[1]	7-8		**0.8**					
% enrolled passing Algebra I or Higher[2]	8		18.1	19.0				
TOTALS		100%						
Additional Indicators to Consider 2012-2013								
STAAR: % Satisfactory Academic Performance (II+)	3-8		na	na		na	na	
STARR: % Advanced Academic Performance (III)	3-8		na	na		na	na	

Note: Blank white cells indicate that either no information was available, data for that year were not comparable or data has not yet been compiled.
For School Leaders, performance targets are set annually based on campus indicators.

Dropout data lags by one year; score to be based on 2012 performance.

[1] Highest Dropout Rate in Grades 7-8 among student subgroups.

[2] Number of 8th grade students passing Algebra I or higher divided by campus 8th grade enrollment.

Agenda

Overview of MSL

Review and Explain the Draft Measures

▶ **Discussion on Choice of Performance Measures**

Discussion Questions

- Should measures be choice/optional among the grade levels? If so, which ones?

- Which measures should be the same among the grade levels?

- Are there any measures that should be added, changed ,or removed?

- Are the listed measures aligned with the rubrics for all school leaders?

- Should more measures be non-negotiable?

Wrap Up

Today's Meeting

- Overview of the measures and the explanation of how these measures will be used determine a school leader's performance

- Provide feedback on the proposed performance measures and discuss the alignment with the school leader appraisal system.

Preview – Upcoming Topics

- Metrics for the Student Performance Measures and Assessment

- Components of the Appraisal System and Weights

- Ratings

- Training and Support