



Fresno Unified  
School District

# Including Student Achievement & Growth Into the Fresno Unified Teacher Evaluation System

Revised 12/11/13 mb



## Supervision and evaluation process is a learning focused system

- ❑ Ties to professional standards (CSTP's and Continuum)
- ❑ Values and supports collaboration
- ❑ Provides a system that is fair and focused on learning to improve student learning and growth
- ❑ Utilizes information from a variety of sources, including reliable measures of educator practice and student learning and growth

# Teacher Evaluation Model: Basic Design

## Tied to the CSTPs

- ❑ Student learning informs teacher practice and teacher practice informs student learning
- ❑ 100% of evaluation is based on CSTP's
- ❑ Indicators and examples have been added to the CSTP Continuum
- ❑ 4 ratings replacing the current 3 ratings per standard

## Student Growth

- ❑ Teachers set goals/targets for students
- ❑ Select a minimum of 4 assessments from menu of choices which are predominately teacher designed (multiple measures)
- ❑ 20% of evaluation is based specifically on student growth

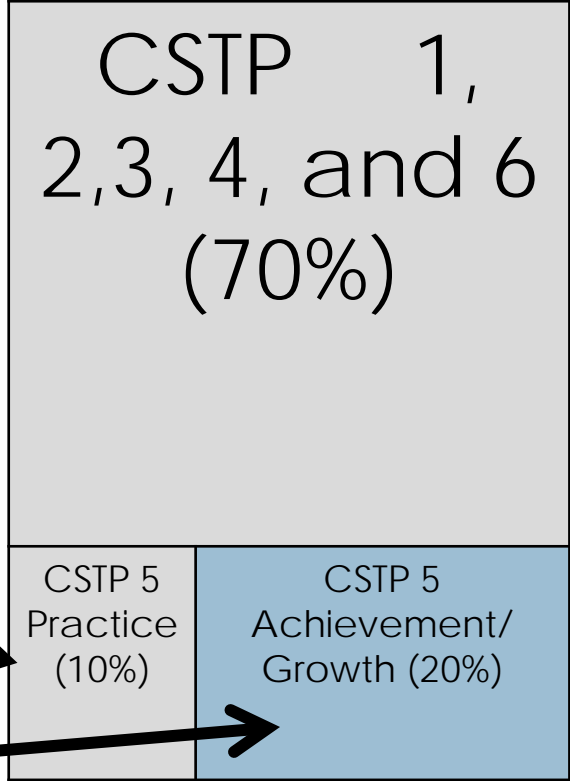


# Teacher Evaluation Model: Basic Design

100% of evaluation is based on the CSTP's with 20% within CSTP 5 Student growth (multiple measures)

# Teacher Evaluation Model: Basic Design

Having 100% based on the CSTPs, with 20% student growth embedded in CSTP 5 means the following weights are established:



70% CSTP 1, 2, 3, 4, 6  
30% CSTP 5

CSTP 5 30%

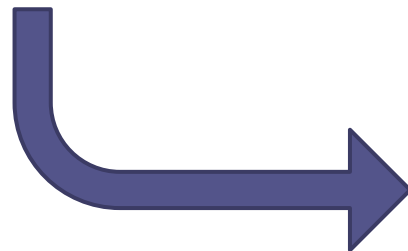
10% Assessment Practices

20% Student growth



# 6 Teacher Evaluation Model: Basic Design

CSTP Area	Rating	
CSTP 1	Meets	
CSTP 2	Meets	
CSTP 3	Meets	
CSTP 4	Meets	
CSTP 5 Practice/St. Growth	Meets	Meets
CSTP 6	Meets	



Overall Rating: Meets Standards

# How an Assessment Fits into the Model

50%+ Students Meet Target = **Meets Goal/Target**  
 Less than 50% = **Short of Goal/Target**

Supervisor provides CSTP 1, 2, 3, 4, 5-Practice, and 6 ratings

Each Assessment	Status
1	●
2	●
3	●
4	●
5	●

CSTP	Rating
1	Meets
2	Meets
3	Meets
4	Meets
5- Practice	Meets
5- Student Growth	Meets
6	Meets

“Demonstrates Expertise” 75%+ of assessments  
 “Meets Standards” if 50% to 74%  
 “Growth Expected” if 25% to 49%  
 “Does Not Meet Standards” < 25%

**Overall Rating: Meets Standards**

# Incorporating Student Achievement/ Growth: The Process

Teacher- Principal Select  
Assessments

Teacher Sets Student Goals/Targets-  
Pre-Assesses

Teacher Assesses- Measuring  
Change/ Achievement

Ratings Computed- Evaluation  
Completed

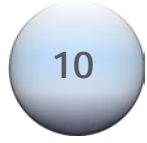






# Teacher Evaluation Model: Basic Design

- Student growth scores will come from multiple measures (4 or more) which are predominantly teacher designed.
  - A teacher who teaches a grade level or content area subject to the SBAC shall identify a minimum of three (3) teacher-designed measures of student growth/achievement and SBAC
  - A teacher teaching a non-SBAC tested grade level/content area shall identify a minimum of four (4) teacher-designed measures of student growth/achievement



# Teacher Evaluation Model: Basic Design

- Some examples of potential Summative Assessments included:
  - Pre-post unit assessments from Accountable Community level
  - Pre-post portfolios of student work (scored on common rubric)
  - Academic Grades
  - Collection of weekly (or bi-weekly) common assessments
  - Where common district pre-post assessments are established, these may be included (FUSD teachers will help develop these assessments)
  - Where State assessment is established, it must be included (current Federal requirement)– SMARTER Balanced

# Samples of Assessments a Teacher Could Choose in the 20% Multiple Measure Model

## Grade 4 Teacher

- ❑ AC Common Core ELA Unit 2 test
- ❑ AC Common Core Math Unit 3 test
- ❑ Academic Grades
- ❑ SMARTER Balanced ELA/ Math Assessment (Required)
- ❑ Weekly Common Assessments in ELA for Unit 4

## High School History Teacher

- ❑ AC Modern World History Unit 4 test (Periods 1 and 2)
- ❑ AC Modern World History Unit 6 test (Periods 1 and 2)
- ❑ AC U.S. History Unit 5 test (Periods 3 and 5)
- ❑ Weekly Common Assessments for U.S. History Unit 5
- ❑ Academic Grades

# Incorporating Student Growth and Achievement

- ❑ 100% of the evaluation is based on the CSTP's and the 20% specifically from predominately teacher designed assessments are used for part of the overall rating of CSTP.
- ❑ How will the 20% play out in the evaluation if 5 assessments with various outcomes are selected?

# Incorporating Student Growth and Achievement: Assessment Example

50%+ Students Meet Target = **Meets Goal/Target**

Less than 50% = **Short of Goal/Target**

AC ELA Unit 2

Teacher sets goals

14 of 20 students met target (70%)

AC Math Unit 3

Teacher sets goals

9 of 20 students met target (45%)

Academic Grades

Teacher sets goals

16 of 20 students met target (80%)

Weekly Common Assessments

Teacher sets goals

7 of 20 students met target (35%)

SMARTER Balanced (SBAC) ELA/ Math

Goals from SBAC

18 of 40 scores met target (45%)

Rating for student growth:

- "Demonstrates Expertise" 75%+ of assessments
- "Meets Standards" if 50% to 74%
- "Growth Expected" if 25% to 49%
- "Does Not Meet Standards" < 25%

# Incorporating Student Growth and Achievement: Assessment Example

Assessment	Status
AC Common Core ELA Unit 2 test	●
AC Common Core Math Unit 3 test	●
Academic Grades	●
Weekly Common Assessments in ELA for Unit 4	●
SMARTER Balanced ELA/Math (Required)	●

2 of 5 Assessments Meet Goal/Target (40%)



CSTP Area	Rating	
CSTP 1	Meets	
CSTP 2	Meets	
CSTP 3	Meets	
CSTP 4	Meets	
CSTP 5 Practice/St. Growth	Meets	Gr. Exp.
CSTP 6	Meets	

- Rating for student achievement/growth:
- “Demonstrates Expertise” 75%+ of assessments
  - “Meets Standards” if 50% to 74%
  - “Growth Expected” if 25% to 49%
  - “Does Not Meet Standards < 25%

Overall Rating: Meets

# When SMARTER Balanced Results Arrive After May 15....

- ❑ Prior year scores (if available) will be used for the May 15 evaluation
- ❑ Current year SMARTER Balanced scores replace prior year scores over the summer
- ❑ Evaluation ratings adjusted upward if scores improve overall rating
- ❑ **No changes will be made to the overall rating if scores are lower, and new scores will populate the ensuing evaluation**