

2014-15 REACH Students Educator Evaluation Results

October 2015



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Weights used to calculate summative scores

Category	Professional Practice	Performance Tasks	Value Added
Category A: Elementary Grades 3-8 educators who teach English, Reading, Math	70%	10%	20% Individual
Category B: Elementary Grades PreK-2	70%	30%	
Category C: Elementary Grades 3-8 educators on non-tested subjects	70%	20%	10% School-wide
Category D: High School Educators	70%	30%	
Category E: Counselors, Related Service Providers, Educational Support Specialists	100%		



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Completion Summary

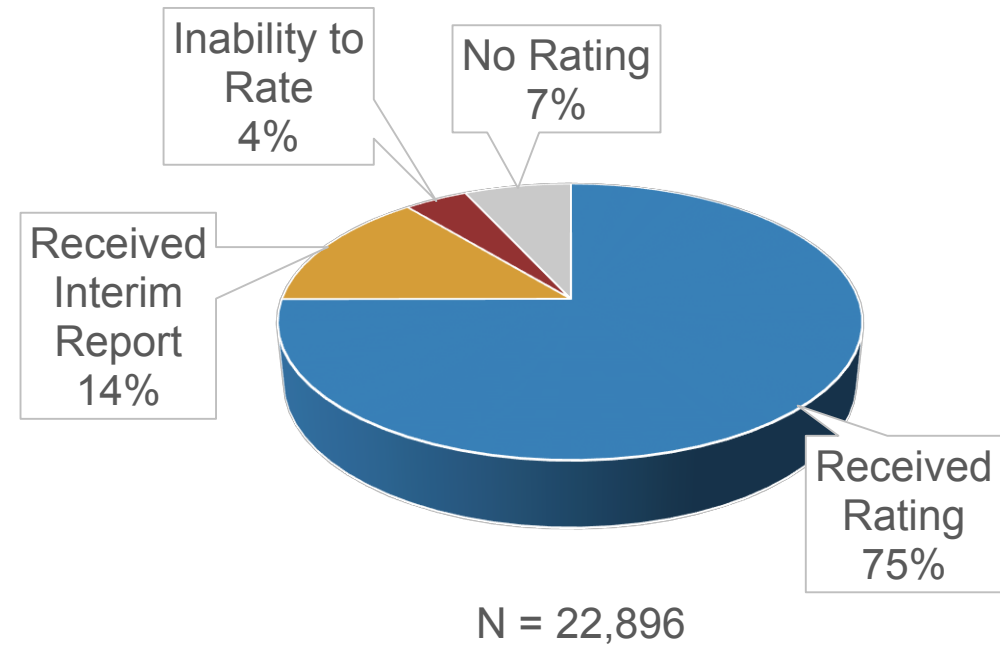
Big Picture Stats/Facts

- Over 55,000 observations completed in 2015-2016
- 20,037 educators receiving a rating or interim report.
- Includes biennial evaluations for the first time

Highlights of changes from 13-14

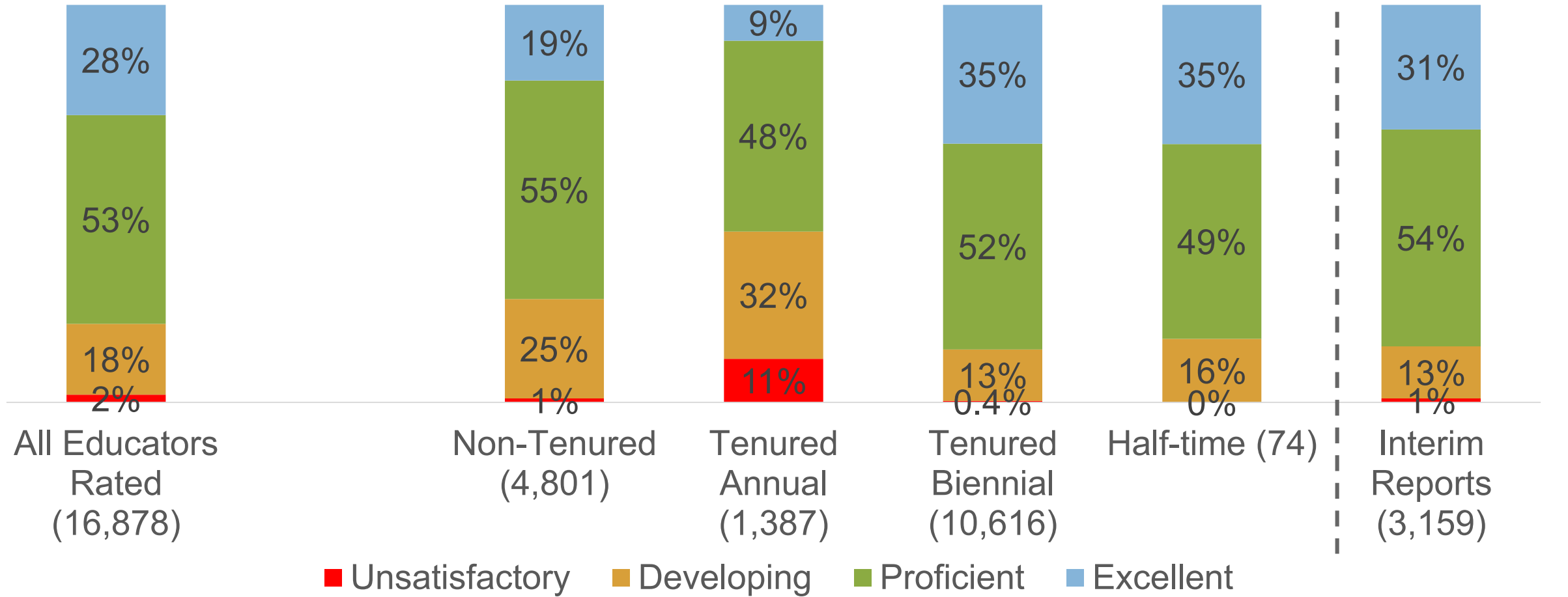
- Reduction in Inability to Rate from 10% to 4%

75% of educators will receive a rating



Summary of Ratings

Educators receiving a 2014-2015 rating



Biennial Year 1 educators; not included in counts to the left.

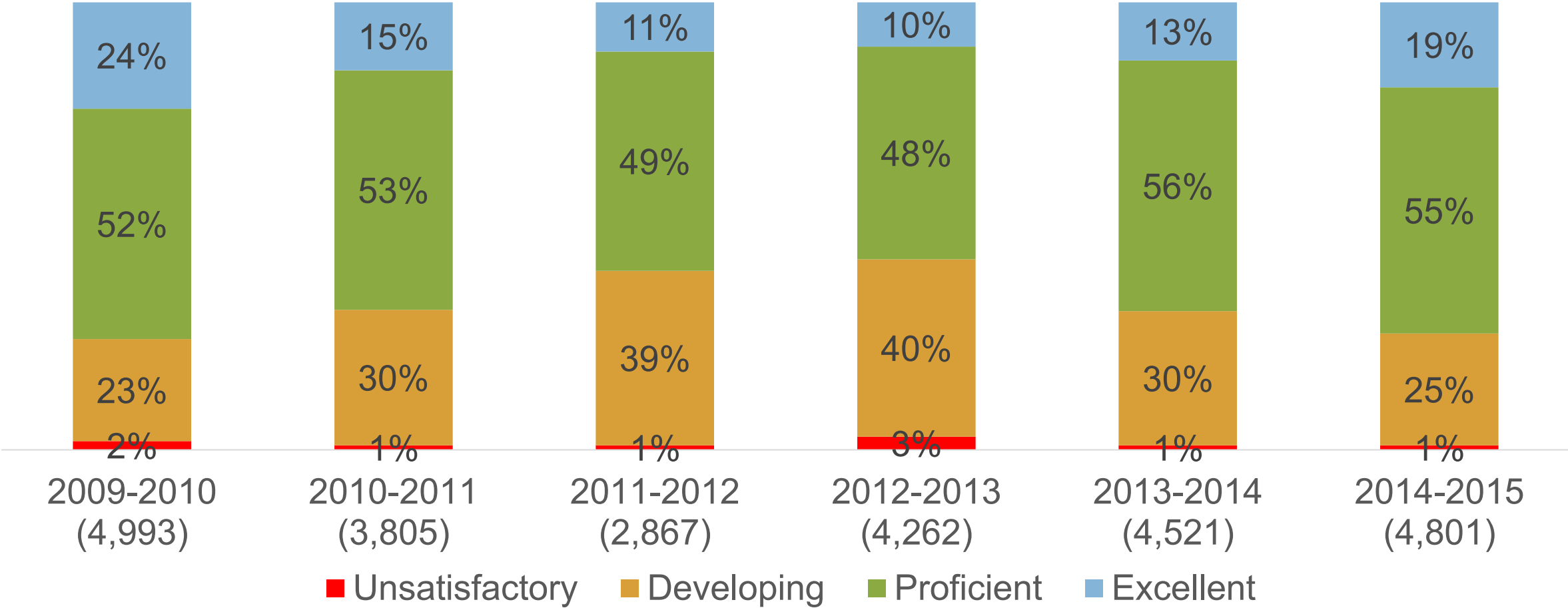


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Ratings over Time for Non-Tenured Educators (PATs)

Educators receiving a rating



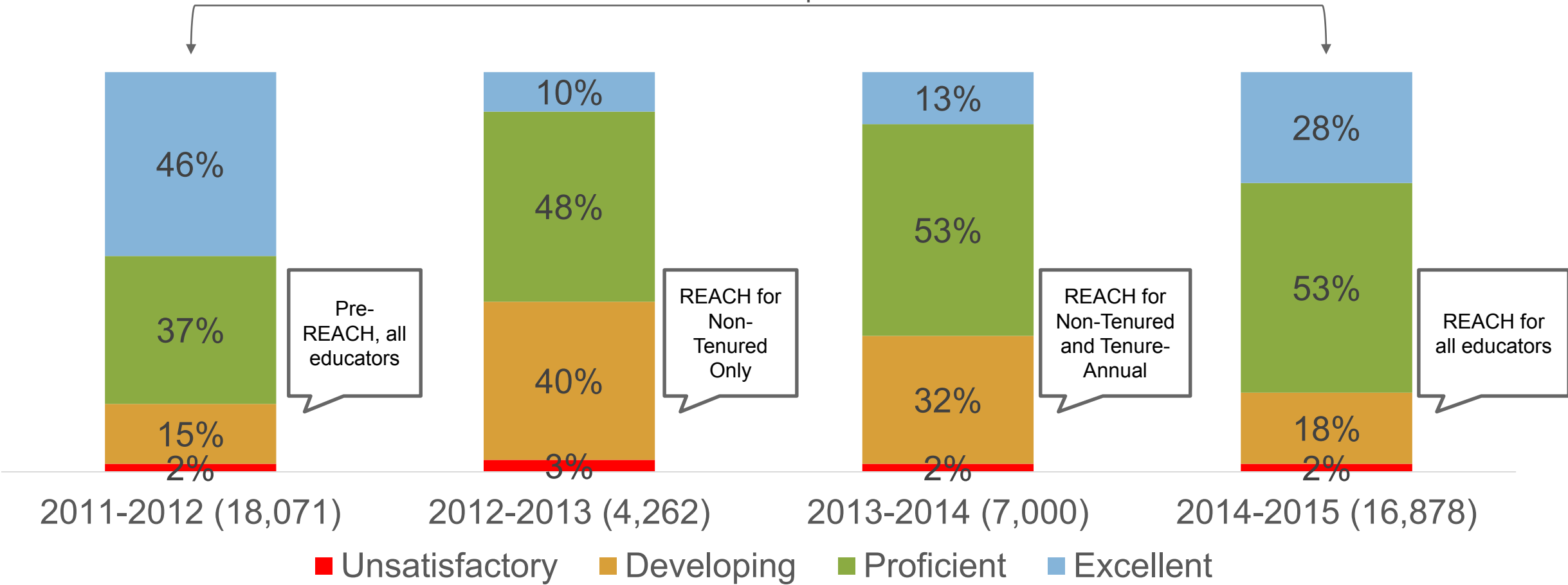
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Ratings over Time for All Educators

Educators receiving a rating

Most comparable

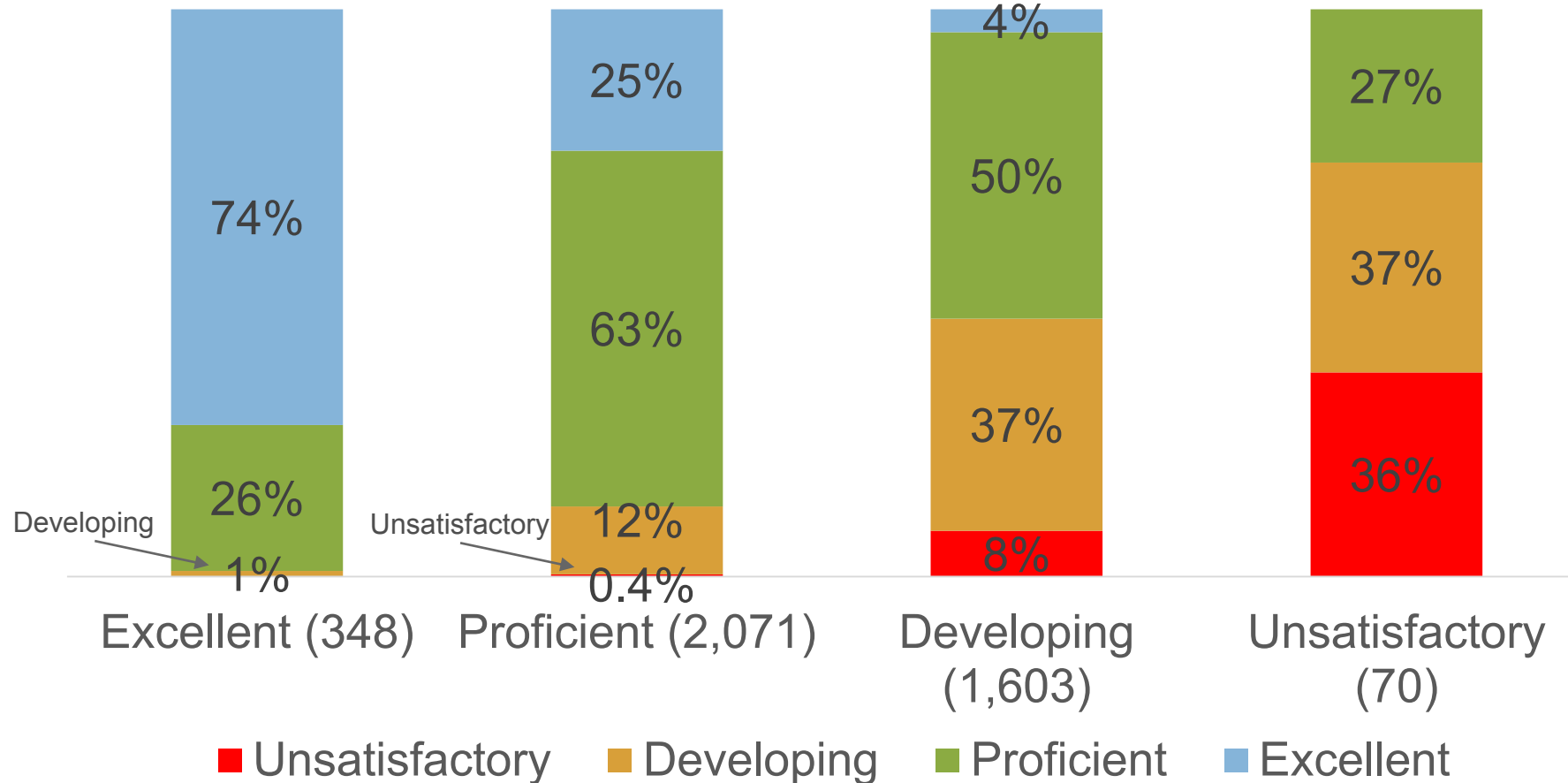


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Ratings by Prior (SY14) Rating

Educators receiving both a 2013-2014 and a 2014-2015 rating



Among the 4,092 educators rated in both SY14 and SY15:

- 1,430 educators (35%) improved
- 473 educators (12%) went down
- 2,189 educators (53%) received the same rating



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PDP Plan Outcomes

Tenured Educators who received a Developing in 2013-2014 and were rated in 2014-2015

2014-2015 Rating	# Educators	% Educators
Excellent	24	3%
Proficient	385	47%
Developing (improved on Practice or overall)	286	35%
Unsatisfactory (2 nd Developing score)	92	11%
Unsatisfactory (Unsatisfactory score)	29	4%



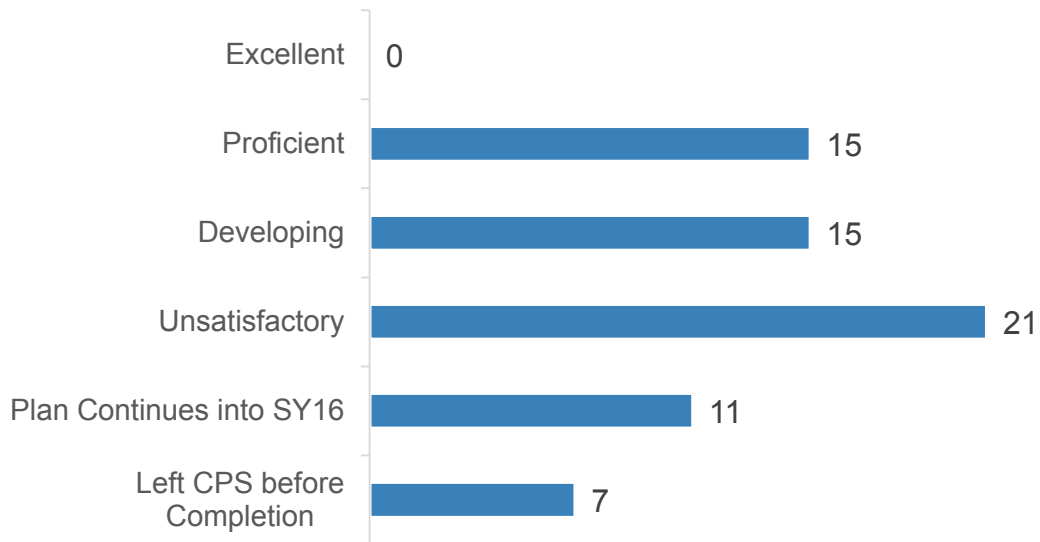
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Remediation Plans

- Educators are placed on a Remediation Plan if they receive an Unsatisfactory rating.
- 69 educators were on Remediation Plans in 2014-2015.
- Educators on Remediation Plans are observed after 45 and 90 days.
- The results of the 90-day observation are used to calculate the educator's rating.
- The educator must receive a Proficient or Excellent rating to successfully complete the Remediation Plan.

Remediation Plan Ratings



Remediation Plan Outcomes

