



# Guidelines for Calculating Growth on Teacher Evaluation

## RSU5 Summative Rating

	<b>Professional Practice</b>	<b>Student Growth Data (if applicable)</b>	<b>Peer Review</b>
<b>Measures</b>	Performance on each the 6 Domains and Indicators of the Kim Marshall model	Student growth and improvement	Not included in determining the summative rating other than it must be completed.
<b>Rating Scale</b>	Ineffective = 1 Needs Improvement = 2 Effective = 3 Highly Effective = 4	Ineffective = 1 Needs Improvement = 2 Effective = 3 Highly Effective = 4	N/A
<b>Sources of Evidence</b>	Observations, coaching conversations, and teacher-led collection of evidence	Student growth data from: MEA, NWEA, F & P, other assessments	Documentation of review in e-portfolio
<b>Calculation</b>	<i>Per handbook</i>	Rate performance for each measure and average	Yes or No

\* For staff not utilizing the “student growth data,” the percentages will be 100% professional practice.

# RSU5 Evaluation System

## Student Growth Data Cut Points

Percentage Ranges of Students Who Met Their Growth Targets	
85-100%	Highly Effective
70-84%	Effective
41-69%	Needs Improvement
0-40%	Ineffective

## Summative Performance Rating Matrix

		Student Growth			
		0 – 40 1	41 - 69 2	70 – 84 3	85 – 100 4
Professional Practice	Ineffective 1	Ineffective	Ineffective	Review	Review
	Needs Improvement 2	Needs Improvement	Needs Improvement	Needs Improvement	Needs Improvement
	Effective 3	Review	Effective	Effective	Effective
	Highly Effective 4	Review	Effective	Highly Effective	Highly Effective

## Example of Possible Teacher “A” Student Growth Data

### Reading

Student	Year 1 MEA	Year 1 NWEA	Student	Year 2 MEA	Year 2 NWEA
Student 1	No	Yes	Student 1	Yes	Yes
Student 2	Yes	Yes	Student 2	No	Yes
Student 3	Yes	Yes	Student 3	Yes	Yes
Student 4	No	Yes	Student 4	Yes	Yes
Student 5	Yes	Yes	Student 5	Yes	Yes
Student 6	Yes	Yes	Student 6	Yes	Yes
Student 7	Yes	Yes	Student 7	Yes	Yes
Student 8	No	Yes	Student 8	No	No
Student 9	No	Yes	Student 9	Yes	Yes
Student 10	No	Yes	Student 10	Yes	Yes
<b>Total</b>	<b>50%</b>	<b>100%</b>	<b>Total</b>	<b>80%</b>	<b>90%</b>

Total two-year average growth is **80% in reading**. (Add the four totals and divide by 4.)

### Math

Student	Year 1 MEA	Year 1 NWEA	Student	Year 2 MEA	Year 2 NWEA
Student 1	No	Yes	Student 1	Yes	Yes
Student 2	Yes	Yes	Student 2	No	Yes
Student 3	Yes	Yes	Student 3	Yes	Yes
Student 4	No	Yes	Student 4	Yes	Yes
Student 5	Yes	Yes	Student 5	Yes	Yes
Student 6	Yes	Yes	Student 6	No	Yes
Student 7	Yes	Yes	Student 7	Yes	Yes
Student 8	No	No	Student 8	No	No
Student 9	No	Yes	Student 9	No	Yes
Student 10	No	No	Student 10	Yes	Yes
<b>Total</b>	<b>50%</b>	<b>80%</b>	<b>Total</b>	<b>60%</b>	<b>90%</b>

Total two-year average growth is **70% in math**. (Add the four totals and divide by 4.)

## Growth Calculation Table for MEA in Reading and Math

		Current Year						
		1	1.5	2	2.5	3	3.5	4
Past Year	1	No	Yes	Yes	Yes	Yes	Yes	Yes
	1.5	No	No	Yes	Yes	Yes	Yes	Yes
	2	No	No	No	Yes	Yes	Yes	Yes
	2.5	No	No	No	No	Yes	Yes	Yes
	3	No	No	No	No	Yes	Yes	Yes
	3.5	No	No	No	No	No	Yes	Yes
	4	No	No	No	No	No	Yes	Yes

ELA MEA Cut-points							
Grade	1	1.5	2	2.5	3	3.5	4
3rd	300-322	323-346	347-352	353-359	360-364	365-370	371-390
4th	400-423	424-448	449-453	454-459	460-466	467-473	474-490
5th	500-523	524-548	549-553	554-559	560-567	568-575	576-590
6th	600-621	622-643	644-651	652-659	660-666	667-674	675-690
7th	700-721	722-744	745-751	752-759	760-767	768-775	776-790
8th	800-821	822-843	844-851	852-859	860-868	869-877	878-890

<b>Math MEA Cut-points</b>							
<b>Grade</b>	<b>1</b>	<b>1.5</b>	<b>2</b>	<b>2.5</b>	<b>3</b>	<b>3.5</b>	<b>4</b>
3rd	300-322	323-346	347-352	353-359	360-368	369-377	378 - 390
4th	400-421	422-444	445-451	452-459	460-466	467-474	475-490
5th	500-521	522-543	544-551	552-559	560-565	566-572	573-590
6th	600-622	623-645	646-652	653-659	660-664	665-670	671-690
7th	700-722	723-746	747-752	753-759	760-766	767-773	774-790
8th	800-823	824-848	849-853	854-859	860-864	865-870	871-890

## Calculating Rating for Growth on the NWEA Assessment

<b>NWEA</b>				
<b>Student</b>	<b>Fall Score</b>	<b>Spring Score</b>	<b>Targeted Growth Expectation</b>	<b>Adequate Growth?</b>
<b>Student A (Met expected growth)</b>	189	199	10	Yes
<b>Student B (Half the expected growth)</b>	189	194	10	Yes
<b>Student C (Less than half the expected growth)</b>	189	193	10	No
<b>Student D (Remaining the Same)</b>	189	189	10	No
<b>Student E (Decreasing)</b>	189	185	10	No

The “Half the Gap” model will be used to determine adequate growth on the NWEA.

Students should grow minimally half of their expected targeted growth. (E.g. Each student achieves half of the expected growth target between their initial score and their final score.)

# Fountas & Pinnell Benchmark Assessment Growth Targets for Kindergarten

## Growth Targets for Kindergarten

November	May
<A	C
A	C
B	D
C	E
D	G
E	H
F	I

An adequate growth target in Kindergarten will be measured based on a student's **Independent Level** using a November to May comparison.

From F&P Instructional  
Level Expectations for  
Reading Document



## Fountas & Pinnell Benchmark Assessment Growth Targets for Grades 1 and 2

**Growth Targets for Grades 1 and 2**

spring (previous grade)	spring (current grade)
<A	E
A	E
B	F
C	I
D	J
E	K
F	K
G	K
H	L
I	M
J	N
K	N
L	O
M	P
N	Q
O	R

A Year's Growth will be measured based in grades 1 and 2 on a student's **Independent Level** using a spring (end of previous grade) to spring (end of current grade) comparison.

From F&P Instructional  
Level Expectations for  
Reading Document

## Fountas and Pinnell Growth

Criteria	Example	Adequate Growth?
Grow > Year	2 <sup>nd</sup> Grader: Begins at level H Ends at M or above	Yes
Year's Growth	2 <sup>nd</sup> Grader: Begins at J Ends at N	Yes
Increases at least one level, but does not reach targeted growth	2 <sup>nd</sup> Grader: Begins at K Ends at L	No
Decreases or remains at the same level	2 <sup>nd</sup> Grader: Begins at L Ends at L or below	No

