



### Teacher Effectiveness Calculations

**Objective:** This document outlines the method to calculate teacher effectiveness to determine Alliance teacher placement on effectiveness levels.

#### Calculation of Overall Teacher Effectiveness

The overall calculation is determined by multiplying the score per measure by the percentage of the overall measure.

Teacher Effectiveness Measure	CST-Tested Subject Teachers		All Other Teachers (Including Foreign Lang., PE, Elective)	
Student Performance	40%	<ul style="list-style-type: none"> <li>30% Individual Student Growth Percentile (SGP)</li> <li>10% School-Wide for Subject</li> </ul>	30%	<ul style="list-style-type: none"> <li>25% School-Wide ELA SGP</li> <li>5% School-Wide Math SGP</li> </ul>
Teacher Performance	40%	Overall average of all Teacher Effectiveness ratings (based on standards-based calculation across informal and formal observations)	50%	Overall average of all Teacher Effectiveness ratings (based on standards-based calculation across informal and formal observations)
Student Feedback	10%	Overall average of individual teacher survey results (1=strongly disagree, 4= strongly agree)	10%	Overall average of individual teacher survey results (1=strongly disagree, 4= strongly agree)
Parent Feedback	10%	Overall average of school-wide parent survey (1=strongly disagree, 4= strongly agree)	10%	Overall average of school-wide parent survey (1=strongly disagree, 4= strongly agree)

Teacher Effectiveness Measure	Rubric Scores	Range
Student Performance (SGP)	4	70 to 100
	3	51 to 69
	2	36 to 50
	1	0 to 35
Teacher Performance	4	3.6 to 4.0
	3	3.0 to 3.5
	2	2.0 to 2.9
	1	1.0 to 1.9
Student Feedback	4	3.6 to 4.0
	3	3.0 to 3.5
	2	2.0 to 2.9
	1	1.0 to 1.9
Parent Feedback	4	3.6 to 4.0
	3	3.0 to 3.5
	2	2.0 to 2.9
	1	1.0 to 1.9

**Proposed Teacher Effectiveness Performance Bands**

Effectiveness Level	Performance Band
Highly Effective	3.6-4.0
Effective	3.0-3.59
Achieving	2.5-2.99
Emerging	2.0-2.49
Entry	<2.0

**Example Calculations**

Teacher Effectiveness Measure	Example Math Teacher			Example PE Teacher		
	Example Earned	Weighting	Overall (earned x weight)	Example Earned	Weighting	Overall (earned x weight)
Student Performance (SGP)	60 <sup>th</sup> %ile = 3	30% Individ. SGP	.9	45 <sup>th</sup> %ile = 2	25% School-Wide ELA SGP	.5
	52 <sup>nd</sup> %ile = 3	10% School-Wide SGP	.3	52 <sup>nd</sup> %ile = 3	5% School-Wide Math SGP	.15
Teacher Performance	2.8 avg = 2	40%	.8	2.5 avg = 2	50%	1
Student Feedback	3.3 avg = 3	10%	.3	3.5 avg = 3	10%	.3
Parent Feedback	3.1 avg = 3	10%	.3	3.1 avg = 3	10%	.3
			<b>Total: 2.60</b> <i>Achieving</i>			<b>Total: 2.25</b> <i>Emerging</i>