



600-POINT SCALE

Electronic Teacher and Principal
Evaluation System 2015-2016

Learning Targets

Why a 600-point formula?

Why a Student Growth Measure calculation?

How is it calculated?

How is the Final Summative Rating produced?

How is the Excel worksheet used?

Value-Added and Safe Harbor

By statute, teachers and principals will not use value-added ratings from state tests for 2014-2015 and 2015-2016 school years as part of their evaluations or when making decisions regarding dismissal, retention, tenure or compensation unless districts and educators enter into a Memorandum of Understanding (MOU) to allow the continued use of these value-added ratings for 2015-2016 and 2016-2017.



*Why do we
have a 600-
point scale?*

Why do we have a 600-point scale?

Alternative framework requires new structure

Formula-based approach is best

Preferred approach

Advantages of 600-Point Scale

Accommodates 1-4 and 1-5 ratings

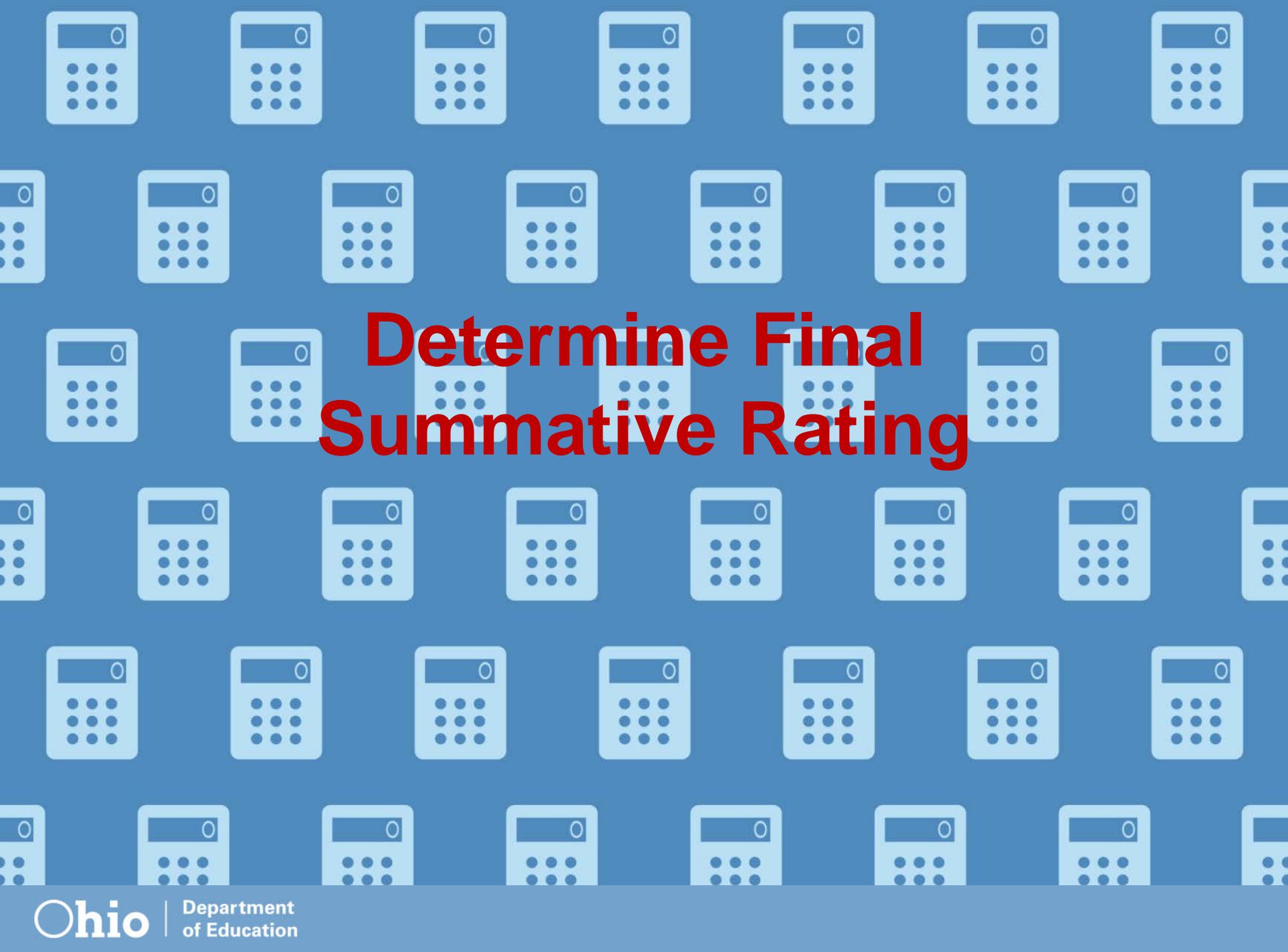
Allows minimal use of decimals

Ratings not confused with 100-point scale

600-Point Scale Values for Final Summative Rating

Used in both Original and Alternative Teacher Evaluation Frameworks.

Final Summative Rating	
• Accomplished	500-600
• Skilled	300-499
• Developing	100-299
• Ineffective	0-99



Determine Final Summative Rating



1

District enters ratings.

- a) Teacher performance (from 1 to 4),
- b) Each student growth measure (from 1 to 5) and,
- c) If selected, an alternative component (from 1 to 4).



eTPES assigns the point value corresponding to the ratings.



eTPES

- a) Multiplies the points for each measure by the percentage;
- b) Divides that by number of component ratings;
- c) Then sums the applied points.



eTPES compares applied points to 600-point scale.

Point Value Corresponds to District Ratings

Teacher performance (from 1 to 4)

•Accomplished (4)	600
•Skilled (3)	400
•Developing (2)	200
•Ineffective (1)	0

Point Value Corresponds to District Ratings

Each student growth measure (from 1 to 5)

Student Growth	
• Most Effective (5)	600
• Above Average (4)	400
• Average (3)	300
• Approaching Average (2)	200
• Least Effective (1)	0

Point Value Corresponds to District Ratings

If selected, an alternative component (from 1 to 4)

Alternative Component	
• Level 4	600
• Level 3	400
• Level 2	200
• Level 1	0

Why do we need
separate conversion
scales to determine
Student Growth
Measure ratings?



Less Frequent Evaluations

Accomplished and skilled teachers may not be fully evaluated every year

Student growth measure rating required except for accomplished teachers evaluated every two years*

Student growth measures rating - average or higher - to continue less frequent cycle

* Policy prior to May 10, 2014

Original and Alternative Frameworks

Original framework

- 50% Student Growth Measures
 - 50% Educator performance on the standards
-

Alternative framework

- 35% Student Growth Measures
- 50% Educator performance on the standards
- 15% Approved alternative component

Student Growth Measure Conversion Scale: Original Framework

Original framework

- 50% Student growth measures
- 300 total points (50% of 600-point scale)

• Most Effective (5)	250-300
• Above Average (4)	175-249
• Average (3)	125-174
• Approaching Average (2)	50-124
• Least Effective (1)	0-49

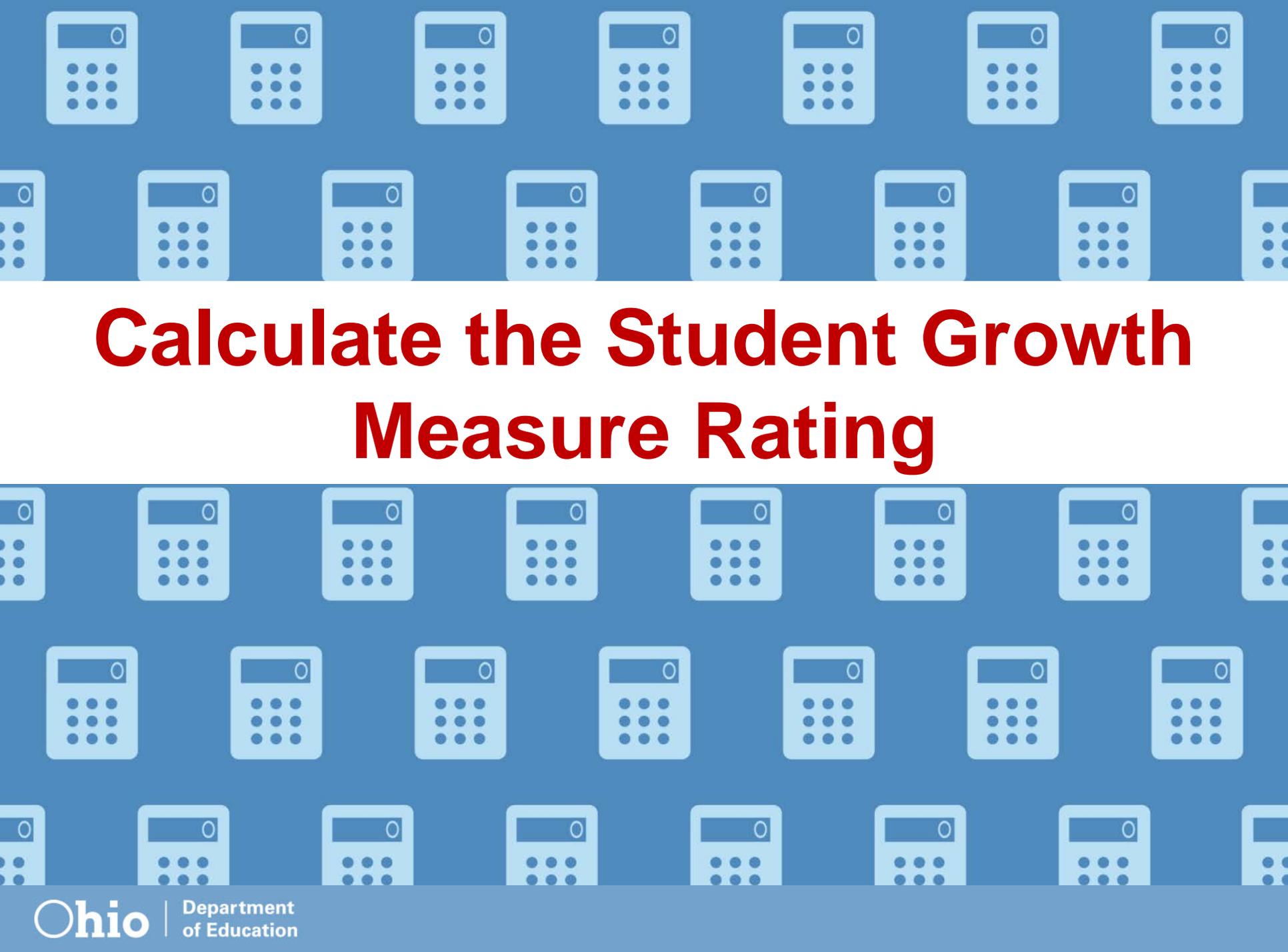
Student Growth Measure Conversion Scale: Alternative Framework

Alternative framework

–35% student
growth measures

–Based on 210 total
points (35% of
600-point scale)

•Most Effective (5)	175-210
•Above Average (4)	123-174
•Average (3)	88-122
•Approaching Average (2)	35-87
•Least Effective (1)	0-34



Calculate the Student Growth Measure Rating



Convert each of the student growth measure scores (1 to 5) to a point value using the 600-point scale.



Multiply the point value by the district-assigned default percentage weight of the category.



Divide that figure by the number of ratings within each subcomponent.

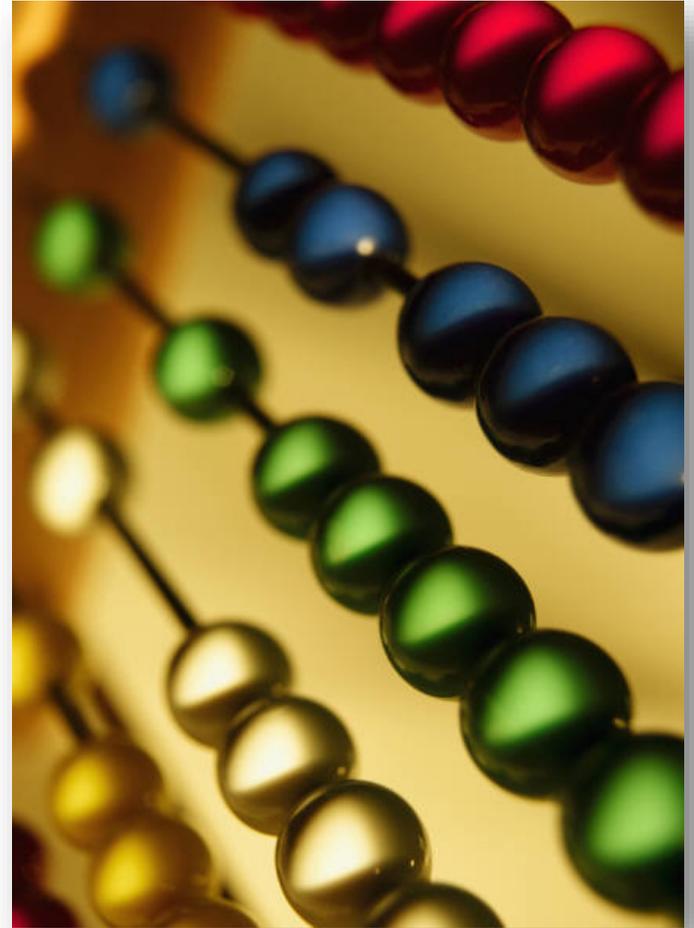


Total the resulting applied points for all measures.

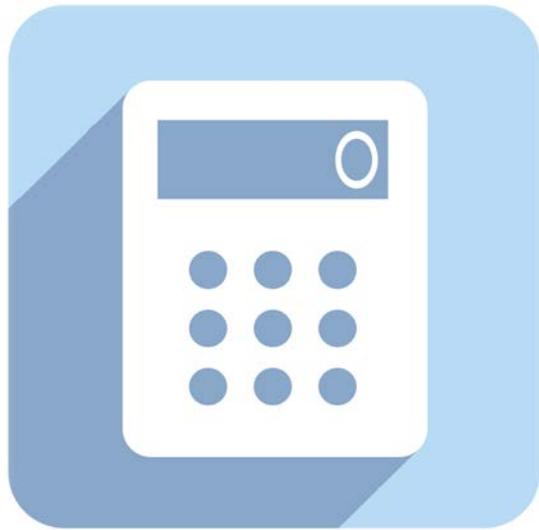


Use original or alternative framework Student Growth Measure conversion scale to convert the total applied points to a student growth measure rating.

Sample Student Growth Measure Calculation



Sample Student Growth Measure Calculation



A2 teacher; original framework
Default percentages (with MOU):
30% value-added measures and
20% local measures

His scores:

Value-added measure = **2**

Student learning objective 1 = **5**

Student learning objective 2 = **4**

What is his student growth measure rating?

Step 1: Convert each student growth measure score (1 to 5) to a point value

Growth measure

- Value-added = **2**
- Student learning objective 1 = **5**
- Student learning objective 2 = **4**

Point values

- Value-added = **200**
- Student learning objective 1 = **600**
- Student learning objective 2 = **400**

Student Growth	
• Most Effective (5)	600
• Above Average (4)	400
• Average (3)	300
• Approaching Average (2)	200
• Least Effective (1)	0

Step 2: Multiply point value by default percentage weight of the category

Results from Step 1 (Student Growth Measures)

Value-added = **200 points**

Student learning objective 1 = **600 points**

Student learning objective 2 = **400 points**

Default percentages

Value-added = **30%**

Local measures = **20%**

Multiply point value by default percentages

Value-added = $200 \times 0.30 = 60$

Student learning objective 1 = $600 \times 0.20 = 120$

Student learning objective 2 = $400 \times 0.20 = 80$

Step 3: Divide figure by number of ratings within each subcomponent

Results from Step 2

Value-added measure = **60**

Student learning objective 1 = **120**

Student learning objective 2 = **80**

Number of ratings within each subcomponent

Value-added measure = 1

Student learning objectives = 2

Divide results from Step 2 by the number of ratings

Value-added measure = $60 \div 1 = \mathbf{60}$

Student learning objective 1 = $120 \div 2 = \mathbf{60}$

Student learning objective 2 = $80 \div 2 = \mathbf{40}$

Step 4: Total resulting applied points for all measures

Results from Step 3

Value-added = **60**

Student learning objective 1 = **60**

Student learning objective 2 = **40**

Total resulting points for all measures

$$60 + 60 + 40 = 160$$

Step 5: Convert Total Points to a Student Growth Measure Rating

Original framework student growth measure conversion scale

Convert total applied points (Step 4 = 160) to a student growth measure rating

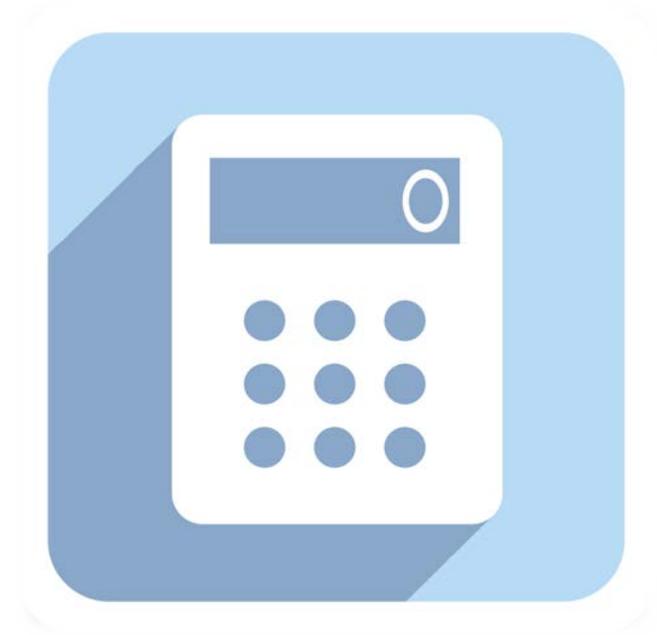
160 = Average (3)

• Most Effective (5)	250-300
• Above Average (4)	175-249
• Average (3)	125-174
• Approaching Average (2)	50-124
• Least Effective (1)	0-49

Optional Custom Weights

- When Student Growth Measure ratings are entered in eTPES, they are automatically weighted equally
- Custom Weights are now available for **SLO/Other** and **Vendor Assessment** components for principals and teachers

**Is there an
easier way
to figure out
the ratings?**



to be best in
point of view

Yes

agreement
confirmati
affirmativ



**Please see the
Teacher Evaluation
Interactive Worksheet**

To Access the Excel Worksheet

1. From education.ohio.gov, see “Teacher Resources.” Select “Ohio Teacher Evaluation System.”
2. Select “Teacher Evaluation Interactive Worksheet” at page bottom, and save it on your computer.
3. Click on “Enable Editing” and, if prompted, “Enable Content.”
4. Resave document again.

Step 1. Choose your district's framework

<i>Step 1. Select Framework</i>	Original
<i>Step 2. Select Teacher Category</i>	Original
<i>Is district using State Value-Added?</i>	Alternative (50/35/15) Prior Alternative (42.5/42.5/15) Prior Alternative (43/43/14) Prior Alternative (44/44/12) Prior Alternative (45/45/10) Prior Alternative (46/46/8) Prior Alternative (47/47/6)
COMPONENTS	

Step 2. Select Teacher Category

<i>Step 1. Select Framework</i>	Original
<i>Step 2. Select Teacher Category</i>	C
<i>Is district using State Value-Added?</i>	A1 A2 B C Exempt
COMPONENTS	

Is district using State Value-Added?

<i>Is district using State Value-Added?</i>	No
	Yes
	No

“No” is the default.

If choosing “Yes”, then...

District/School has a Memorandum of Understanding (MOU) or statement of usage (Community Schools) in place that allows the use of value-added data for category A1/A2 Teachers for evaluation purposes.

Step 3. Enter student growth measure weights.

SGM CATEGORY	<i>Step 3. Enter SGM Weights</i>	
		<i>Set weight at:</i>
Value-Added	30.0%	10.0% to 50.0%
Approved Vendor Assessments	0.0%	0.0% -
Student Learning Objectives	20.0%	0.0% to 40.0%
Shared Attribution	0.0%	0.0% to 40.0%

A prompt will appear to fix any errors.

<i>Step 1. Select Framework</i>	Original	Follow Steps 1-4 to se
<i>Step 2. Select Teacher Category</i>	A2	
<i>Is district using State Value-Added?</i>	Yes	
		Clear All Data

COMPONENTS	SGM CATEGORY	<i>Step 3. Enter SGM Weights</i>	
		<i>Set weight at:</i>	
Student Growth Measures <i>Entered SGM total:</i> 25.0% <i>SGM weights required</i> <i>Set weights within range(s)</i>	Value-Added	5.0%	Fix 10.0% to 50.0%
	Approved Vendor Assessments	0.0%	0.0% -
	Student Learning Objectives	20.0%	0.0% to 40.0%
	Shared Attribution	0.0%	0.0% to 40.0%

Step 4. Select Student Growth Ratings

SGM CATEGORY		Step 3. Enter SGM Weights		MEASURES		Step 4. Select Ratings	
			<i>Set weight at:</i>				
Value-Added	30.0%	10.0%	to 50.0%	State Value-Added	Approaching Average-2		
Approved Vendor Assessments	0.0%	0.0%	-	-	N/A		
				-	N/A		
				-	N/A		
				-	N/A		
				-	N/A		
Student Learning Objectives	20.0%	0.0%	to 40.0%	Vendor Value-Added	N/A		
				SLO 1	Most Effective-5		
				SLO 2	N/A		
				SLO 3/Other	Least Effective-1		
				SLO 4/Other	Approaching Average-2		
				SLO 5/Other	Average-3		
Shared Attribution	0.0%	0.0%	to 40.0%	Shared Attribution	Above Average-4		
					Most Effective-5		
					N/A		

Mr. Jones has a value-added measure with a score of 2 and two student learning objectives with scores of 5 and 4.

Enter Applicable Percentage

COMPONENTS		SGM CATEGORY <i>Step 3. Enter SGM Weights</i>		MEASURES <i>Step 4. Select Ratings</i>		Rating Points	x	Weighted %	x	SGM Category %	=	Applied Points		
		<i>Set weight at:</i>												
Student Growth Measures	50.0%	Value-Added	30.0%	10.0% to 50.0%	State Value-Added	Approaching Average-2	200	x	100%	x	30.0%	= 60.00		
		Approved Vendor Assessments	0.0%	0.0% -	-	N/A				0%			N/A	
					-	N/A			0%		N/A			
					-	N/A			0%		N/A			
					-	N/A			0%		N/A			
					-	N/A			0%		N/A			
		Student Learning Objectives	20.0%	0.0% to 40.0%	Vendor Value-Added	N/A					0%			N/A
					SLO 1	Most Effective-5	600	x	50%	x	20.0%	= 60.00		
					SLO 2	Above Average-4	400	x	50%	x	20.0%	= 40.00		
					SLO 3/Other	N/A			0%		N/A			
SLO 4/Other	N/A						0%		N/A					
Shared Attribution	0.0%	0.0% to 40.0%	Shared Attribution	N/A				0%			N/A			
SUMMATIVE CALCULATION														
Student Growth	50.0%					Average					50.0%	160		

Student Growth Rating = Average

Total Points = 160

Enter Performance Rating and Calculate Final Summative Rating

SUMMATIVE CALCULATION				
Student Growth	50.0%	Average	50.0%	160
Teacher Performance	50.0%	<i>Rating required</i>	N/A	
Alternative Component	0.0%			
		<ul style="list-style-type: none"> Accomplished-4 Skilled-3 Developing-2 Ineffective-1 N/A 		
		<i>Issues above must be corrected</i>		N/A
				160

Within eTPES the SGM calculation will be based on unrounded values until the total SGM points have been calculated. At that time, the SGM points will be rounded to the nearest whole number using normal rounding rules.

Begin Another Calculation



<i>Step 1. Select Framework</i>	Original
<i>Step 2. Select Teacher Category</i>	A2
<i>Is district using State Value-Added?</i>	Yes

Follow Steps 1-4 or select or enter

Clear All Data

COMPONENTS	SGM CATEGORY	<i>Step 3. Enter SGM Weights</i>			MEASURES
			<i>Set weight at:</i>		
	Value-Added	0.0%	Fix	10.0% to 50.0%	State Value-Ad

Remember

Ratings calculated in Excel worksheet reflect information user entered.

If results do not agree with eTPES:

Verify

that worksheet information is accurate.

Detailed References: 600-point Formula

All documents are posted on the [Teacher Evaluation page](#) at education.ohio.gov.

Overview of 600-Point Formula for Final Summative Ratings

Guidance for Determining Final Student Growth Measures and Final Summative Ratings

Teacher Evaluation Interactive Worksheet

Resources

Student growth measure policy questions:

sgm@education.ohio.gov

Teacher or principal evaluation policy questions:

etpes@education.ohio.gov

Technical questions: support@ohiotpes.com or

(877) 314-1412

[Student Growth Measures page](#) at education.ohio.gov

[Electronic Teacher and Principal Evaluation System](#)

(eTPES) page



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