



Multiple Measures in TPS

2014-2015

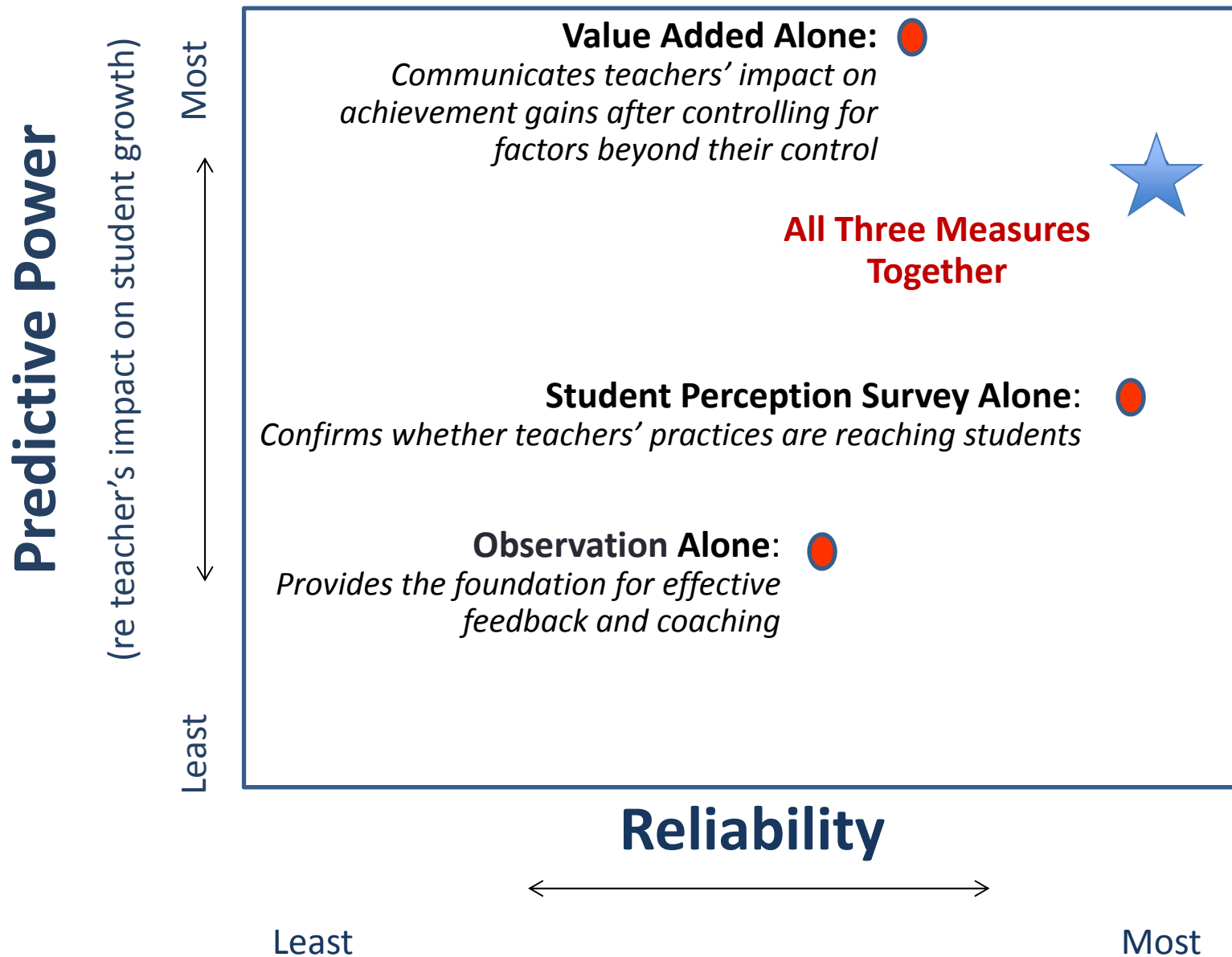


Why Multiple Measure Reporting?

- When implemented properly, multi-measures provide a more reliable, actionable and valid teacher performance picture.
 - TPS' multi-measure reporting allows a teacher and his/her principal to see how well the teacher is:
 - Teaching students
 - Reaching students
 - Impacting students
- Critical information for professional reflection and growth**



National Research Findings



TPS' MM System is Different/Better Than the State's MM System

- TPS does not reduce multiple measures of teacher effectiveness to a single number.
- Tulsa Model scores and principal judgment are still the foundation of teacher performance discussions.
 - Quantitative measures are supplemental, big picture, signals—not statistical hammers or independent drivers for negative personnel actions.
 - Report contains up to three measures—all reported separately with no weights on any particular measure.

More Reasons Why TPS' MM System is Different/Better Than the State's MM System

- TPS only uses (allows) metrics that are:
 - Research-based, valid and reliable
 - Proven to be linked to student achievement
 - Comparable from teacher to teacher
 - Valuable to teachers outside of evaluation
 - Require no new tests
 - Do not place unreasonable time demands/burdens on teachers or administrators
- Unlike the state, we are not using SLOs, SOOs or OAMs. Nor do we overly rely on lagging data.

How Will Teachers Use the Reports and the Underlying Data?

- Personalize professional learning decisions
 - Determine personal areas of strength to sustain and priorities for continuous growth.
 - Use data to develop customized professional learning plans.
- Maximize student learning and engagement
 - Identify possible gaps in practice or instruction that are empirically linked to student achievement growth.
 - Confirm practices that are getting results.

TPS' Multi-Measure Report

Tulsa Model data

plus



As available...

- Value Added
- Current Year Student Surveys



What A Teacher's TPS Multi-Measure Evaluation Report Will Contain

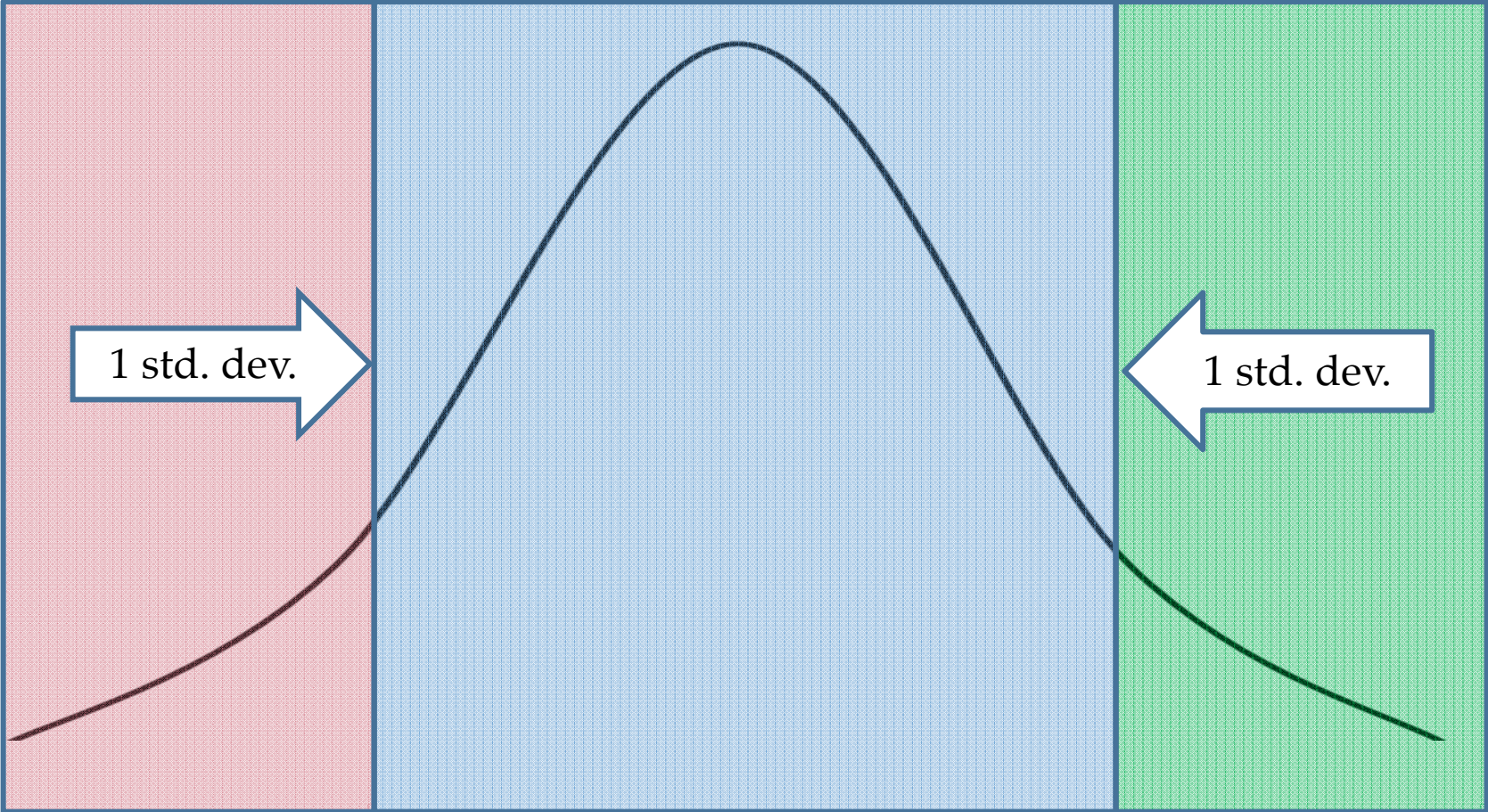
- Tulsa Model data: a numerical score
- And...as available:
 - Value Added: no numerical scores, but **broad categorical descriptions** of relative performance (*whether performance is within above average, average or below average range*).
 - If teacher has no value added data, report says “no data.”
 - Student Survey Information: no numerical scores, but **broad categorical descriptions** of relative performance (*whether performance is within above average, average or below average range*).
 - If teacher has no survey data, report says “no data.”

Student Survey Categories for MM Report

Below Average

Average

Above Average

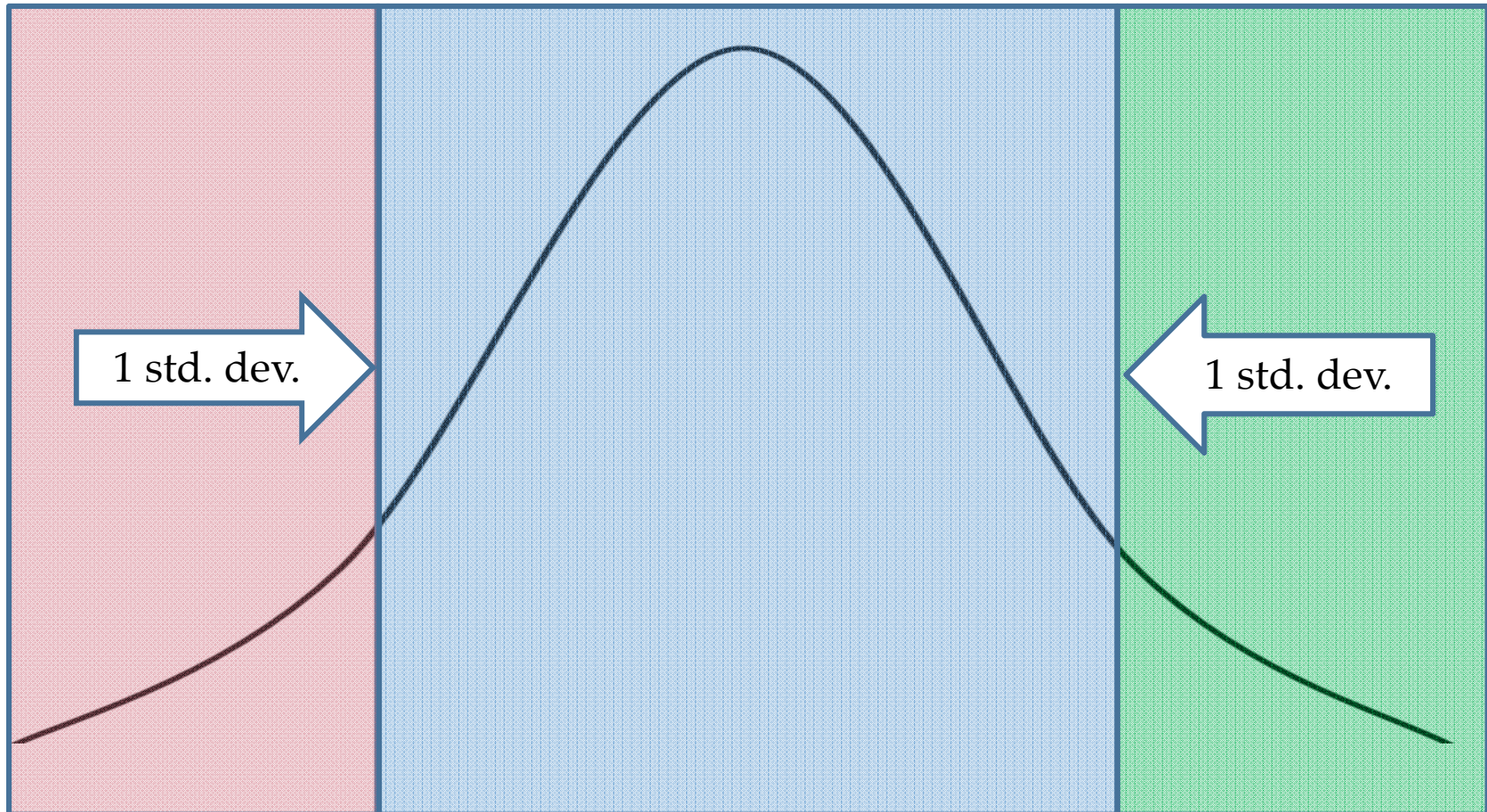


Value Added Categories for MM Report

Below Average

Average

Above Average



Important Resources

Go to:

Tulsa's TLE page at
www.tulsaschools.org

For the Following Information:

- Multiple Measures Presentation
- Multiple Measures Report - Draft
Prototype
- **STUDENT SURVEYS** and why they
are a GOOD idea
- **Frequently Asked Questions
About Student Surveys**

Need More Information?



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