



# Overview of the Teacher Data Reports Release

# AGENDA

1. WHAT YOU CAN EXPECT
2. BACKGROUND ON TEACHER DATA REPORTS
3. WHAT SUPPORTS ARE AVAILABLE

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# WHAT'S HAPPENING & WHAT YOU CAN EXPECT

- From 2007-08 to 2009-10, the DOE distributed Teacher Data Reports (TDRs) to teachers in grades 4-8, English & math
- Reports were designed to:
  - > measure an individual teacher's contribution to student learning, according to State test scores
  - > help principals support teachers
  - > be considered as one of multiple indicators of teacher effectiveness
- In 2010 more than a dozen media outlets filed a Freedom of Information Law (FOIL) request for the DOE to release these reports, including teachers' names
- The legal process concluded in mid-February after several appeals, and the DOE is legally obligated to release this information, which we are doing on February 24, 2012

# WHAT IS BEING RELEASED?

- What exactly are we releasing?
  - > Teacher Data Report results for individual teachers from 2007-08, 2008-09, and 2009-10 school years
  - > All of the data in the reports is being released for each teacher, including:
    - Percentile score (number from 0-99) and performance category (low, below average, average, above average, high)
    - Current year and multi-year score
    - Margins of error
    - Results by student subgroup (English language learners, students with disabilities, etc.)
  
- Which teachers have data that is being released?
  - > Approximately 18,000 teachers who taught ELA or math in grades 4-8 between 2007-08 and 2009-10
  - > Reports were not generated for teachers who did not teach for the full year or did not teach a minimum number of students

# DOE'S STANCE ON RELEASING TEACHER DATA

- We believe it would be irresponsible for anyone to use this information to render judgments about individual teachers
  - > Value-added data was designed to be used as one of multiple measures of teacher effectiveness, not on its own
  - > The data is 2+ years old
- We believe measures of student learning should be part of teacher evaluation
  - > Teachers are the most important school-based factor in a child's education
  - > Research shows that differences in teacher quality affect both short- and long-term outcomes for students
  - > "Value-added" measures can level the playing field by taking into account factors outside a teacher's control
- But this data is not meant to be viewed by itself, and we've come a long way from these particular scores
  - > Just like a baseball player's batting average is only one stat on a baseball card, TDRs are just one part of a teacher evaluation, which also includes observation of a teacher's classroom/curriculum and contributions to the school
  - > We have shared the lessons we've learned with the New York State Education Department, which is incorporating value-added analysis into a new, stronger state-wide system of teacher evaluation

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3. WHAT SUPPORTS ARE AVAILABLE

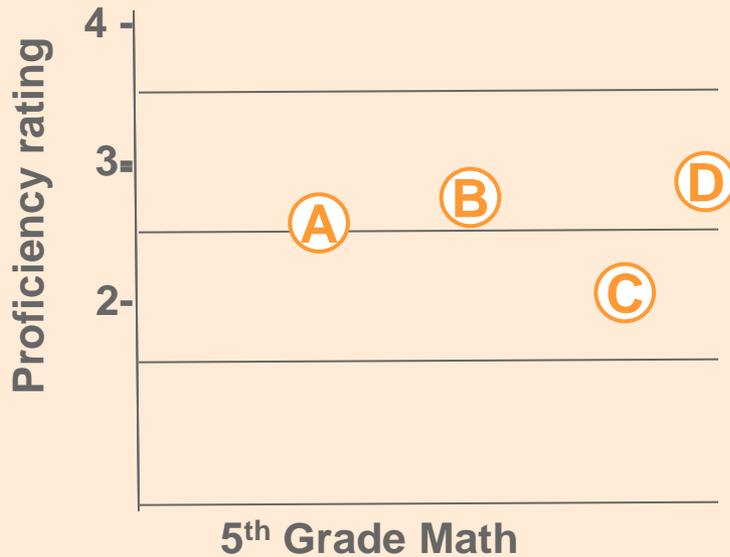
# WHAT IS THE VALUE-ADDED METHOD?

- The value-added method is intended to predict a student's performance based on prior test performance and factors outside of a teacher's control, like students' previous performance or special education status
- The student's predicted performance is compared with the student's actual performance to determine the teacher's contribution to the student's learning
- By taking into account factors beyond a teacher's control, this data helps us level the playing field so we can better understand teachers' contribution to student learning

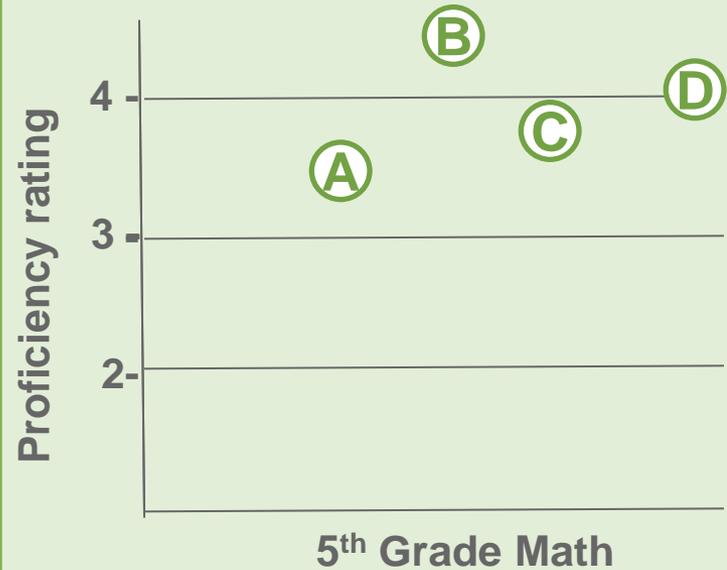
# HOW WERE THESE REPORTS CREATED?

1. Connected students to their teachers and asked schools and teachers to verify that we had the information correct
2. Collected information on students' prior state test performance and student and classroom characteristics
3. Developed a model to determine a teacher's impact on his/her students
4. Tested and revised the model
5. Sought and incorporated feedback from networks, principals, and teachers

# If we used student performance alone to measure teacher performance...



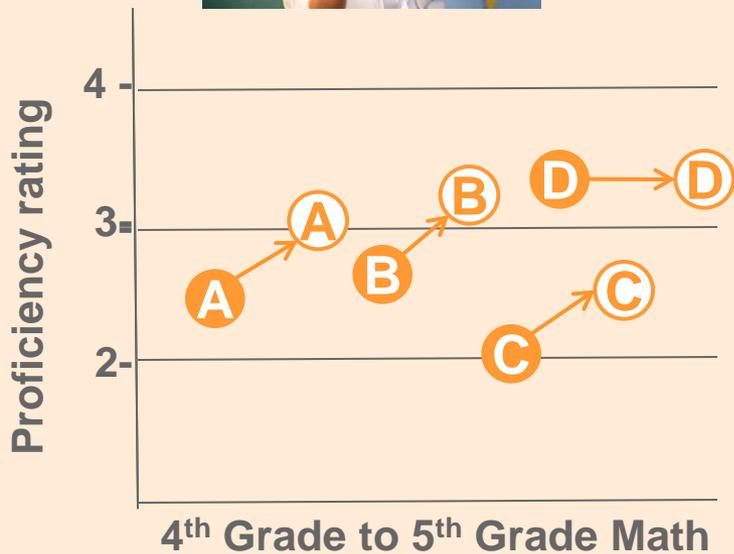
Ms. Jones' Score: 3.0



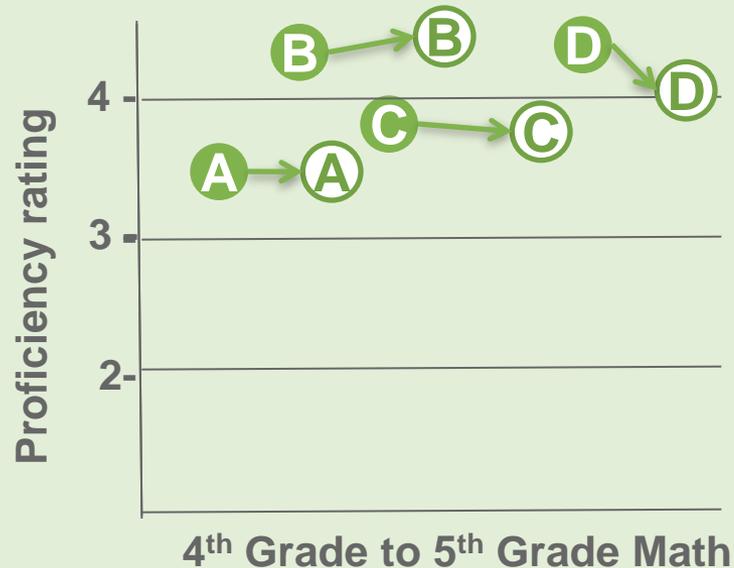
Ms. Smith's Score: 4.0

... it wouldn't be fair to teachers, since students start at different levels

# Even student growth is strongly related to other student characteristics...

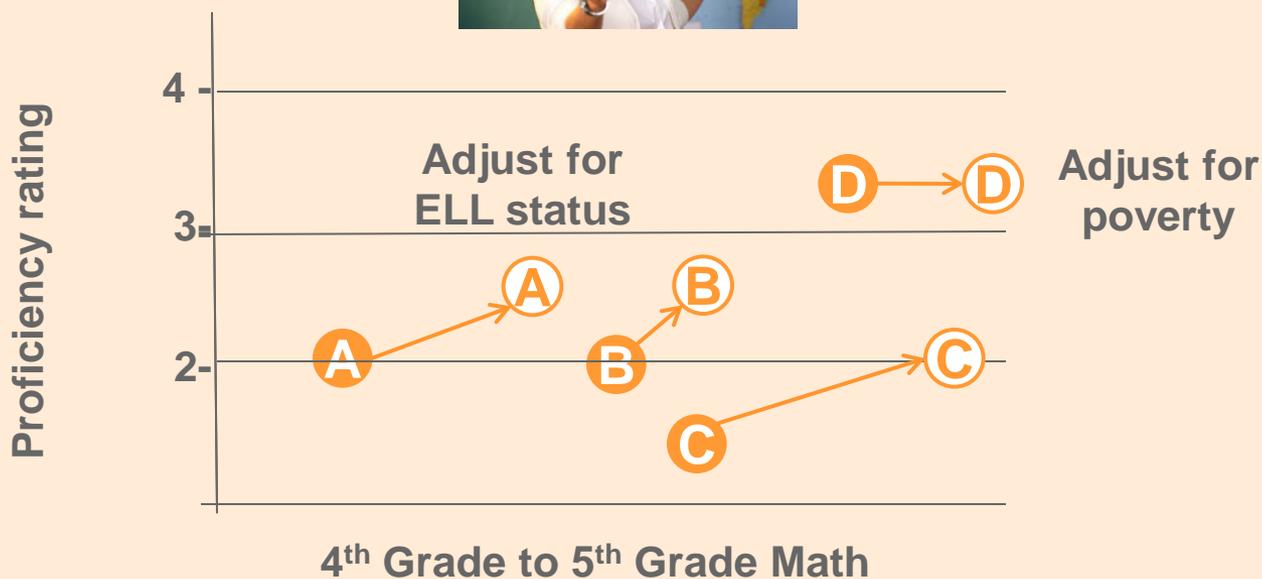


Ms. Jones's Score: +0.2



Ms. Smith's Score: -0.1

# ...So we adjust for student characteristics that impact student growth



Ms. Jones's Score: +0.3

“Value-added” adjusts students’ expected scores for key student characteristics to help ensure teacher contributions to student learning are measured fairly

# TDRs ARE PART OF A LONG-TERM PLAN FOCUSED ON TEACHER EFFECTIVENESS

DOE provides TDRs for teacher development

2007-08

DOE provides TDRs for teacher development and for consideration as part of tenure decisions

2008-09

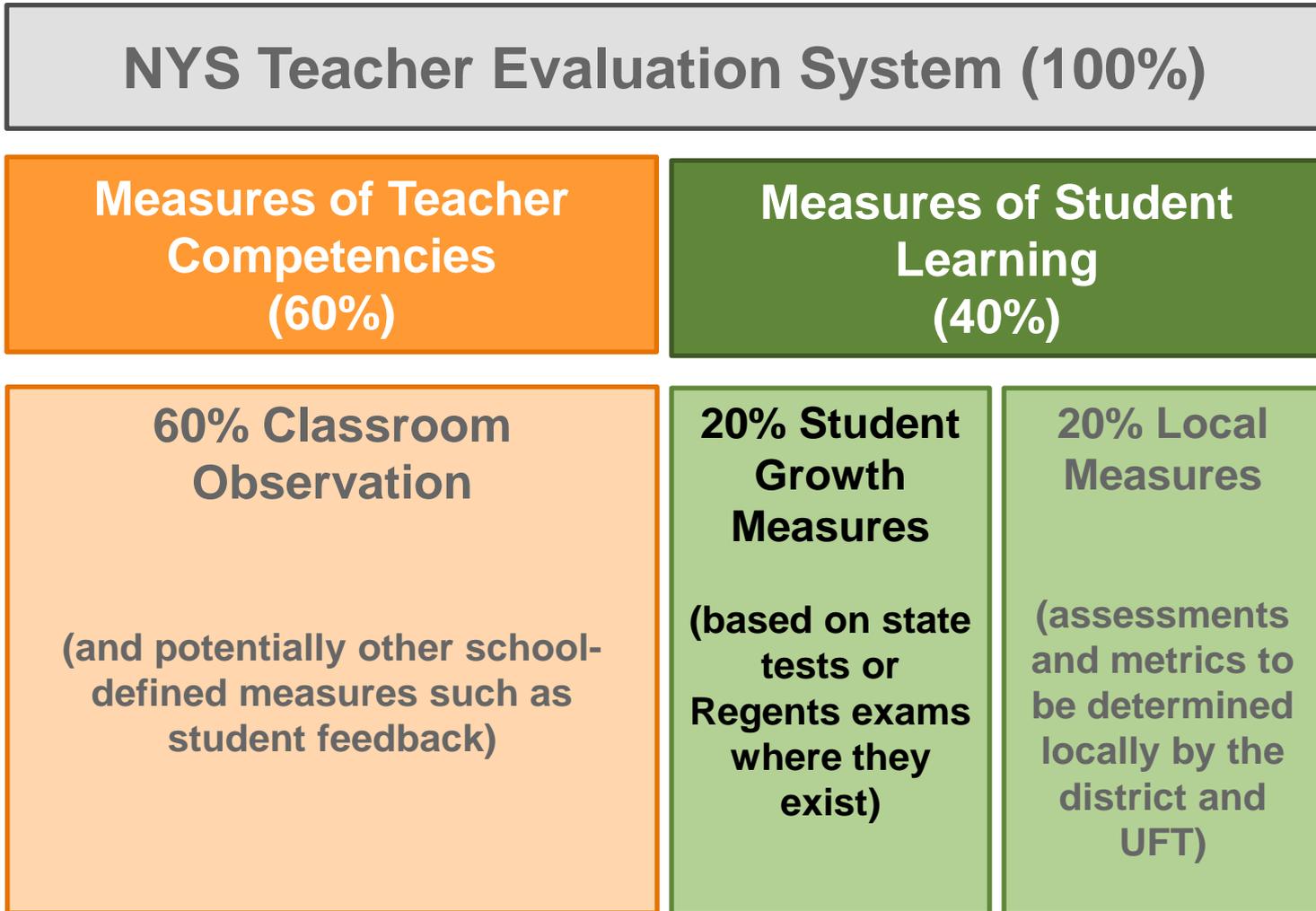
In spring 2010 NYS agrees on evaluation framework that includes value-added student growth data as one of multiple measures of teacher effectiveness

2009-10

DOE will use value-added growth data provided by the state as a factor in tenure decisions  
(& as part of new teacher evaluation system pending agreement with UFT)

2012-Future

# HOW WILL TEACHER DATA BE USED IN THE FUTURE?



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# AVAILABLE SUPPORTS: TEACHERS

- Access your own reports via [Get Your Reports](#) on the Teacher Data Toolkit
- For log-in or other technical questions, contact HR Connect at 718-935-4000
- For all other questions, contact your principal

# AVAILABLE SUPPORTS: PRINCIPALS

- Access your school's reports from 2008-09 and 2009-10 via [Get Your Reports](#) on the Teacher Data Toolkit
- For log-in or other technical questions, contact HR Connect at 718-935-4000
- Access your school's 2007-08 reports and find a summary of your school's value-added data in your school's private [ARIS community](#)
- Contact your network leader with any questions

# AVAILABLE SUPPORTS: FAMILIES AND MEMBERS OF THE COMMUNITY

- **Parents/Guardians:**

- > Contact your child's principal or call 311 with any questions
- > Visit the [Teacher Data Toolkit](#) on the DOE Web site

- **Members of the community:**

- > Visit the [Teacher Data Toolkit](#) on the DOE Web site