

The Role of Growth Scores in Annual Performance Reviews

As part of the Annual Professional Performance Review (APPR) process pursuant to Education Law §3012-d, New York State teachers of mathematics and English Language Arts (ELA) in grades 4-8 and the principal will receive State-provided growth scores based on 2017-18 State tests **for divisor purposes only** pursuant to Section 30-317 of the Rules of the Board of Regents. These growth scores describe how much students grew over the academic year in mathematics and ELA (as measured by the New York State tests) compared to similar students statewide.

During the 2016-17 through 2018-19 school years, teachers and principals who receive a State-provided growth score (e.g., grades 4-8 ELA and mathematics teachers and principals of schools that include grades 4-8 or all of grades 9-12) will receive two sets of scores and ratings: oral and written scores and ratings and trust on scores and ratings. The State-provided growth score should be excluded from the scores and ratings used to calculate the overall trust on rating. Only the trust on score and rating will be used for purposes of employment decisions, including tenure determinations and for purposes of proceedings under Education Law §§3020-a and 3020-b and teacher and principal improvement plans and the individual's employment record. During the 2016-17 through 2018-19 school years, such principals' oral and overall ratings will be used for divisor purposes only.

State-provided growth scores are just **one** of the **multiple** measures that make up the annual performance reviews. For APPRs completed pursuant to Education Law §3012-d, an educator's overall composite rating is determined using a matrix that combines ratings based on one or more measures of student growth as well as ratings based on principal school visits.

Where and when will data be available?

State-provided growth scores for 2017-18 are expected to be distributed to districts in early September 2018.

Where can I get more information?



Why Growth?

All students enter the teachers' classrooms at different levels of academic proficiency or achievement. One way to measure proficiency is student performance on standardized assessments. By measuring the amount of progress, or "academic growth" a student makes during a given school year on these assessments, we can begin to understand the influence of that particular school's experience on student learning.² By measuring academic growth rather than proficiency, we can identify strengths and gaps in student progress and help principals to better support students who have unmet academic needs.

Growth measures for principals in grades 4-8 provide information on the growth of students for which the principal is responsible compared to students with similar characteristics across the state. This information can inform principals' understanding of how, on average, these students grew compared to their peers.

How Does New York State Measure Student Growth?

The simplest way to measure growth would be to subtract a student's test score in prior year from his or her test score in the current year (e.g., test score in spring 2018 minus test score in spring 2017). However, New York State's tests are not designed to allow for this kind of calculation because the test scores are not comparable across grade levels. Nor would this approach account for a student's starting point and other background characteristics. Instead, New York State's approach is to compare the current year scores of similar students—those, of students who had the same prior test scores and other characteristics—in order to measure growth while accounting for students' starting levels of achievement.³

This method, illustrated in **Figure 1**, shows Student A (red student) with an ELA score of 320 in 2017.⁴ Compared to other students (solid blue students) who also had scores of 320 in 2017, Student A's ELA test score in 2018 was in the middle range when compared to those same students. We can describe Student A's growth as 3 (0)8 (17))1ecels ooPe f0 0 0 6704507036n17)es



Factors Used to Define “Similar Students” in the Growth Model for 2017-18

For educator evaluation, we further refine the definition of similar students to include additional factors known to impact student performance in order to better isolate the impact of a student’s teacher on his or her performance. In the State Growth model, the term “similar students” means not only students with the same grade and history, but also students with the same English Language Learner (ELL), economic disadvantage, or disability statuses at both the student and classroom levels. **Table 1** displays specific factors for each of these categories. We account for whether a student is an ELL, for example; we also account for the percentage of ELL students in a student’s ELA or mathematics course. This type of factor is intended to address peer effects, as knowing in that a student may be a different experience for a student to be in a class or course with many ELL students (and a different job for an educator with many ELL students) than it is to be in a course with fewer ELL students.

Table 1. Factors Used to define “Similar Students” in 2017-18*

	<ul style="list-style-type: none"> Up to three years of student State exam scores, same subject Prior year test score, different subject Returned in grade Average prior achievement and range around average prior score in student’s course (same subject) New to school in non-regular education years (e.g., entered middle school 3-4 years earlier)
	<ul style="list-style-type: none"> New York State English Second Language Achievement Test (NYSESLAT) scores Percentage of ELLs in student’s course ELL Status (yes or no)
	<ul style="list-style-type: none"> Percentage of economically disadvantaged students in student’s course Student economic disadvantage status (yes or no)
Disabilities	<ul style="list-style-type: none"> Student with disabilities spending less than 40 percent of time in regular education setting Percentage of students with disabilities in student’s course Student with disabilities status (yes or no)

* In the future, additional characteristics may be added, or other changes may be made to the Growth model, as approved by the Board of Regents.

How is Student Growth Used for 4-8 Principal Evaluation?

A school’s or principal’s State-provided growth rating (the HEDI rating) and growth score (0–20) are based on the “**mean growth percentile**” or **MGP**, the average measure of student growth in the principal’s school. An MGP is calculated by finding the average of all the SGPs for students attributed to a school or principal across grades and subjects.

Table 2 illustrates how an MGP is calculated for a school or principal by averaging SGPs of students. Students who do not meet the continuous enrollment requirement (i.e., those who were not enrolled on BEDS day and on the first day of the State assessment administration) are not included in a school’s or principal’s MGP.⁵ **Final Note: MGPs reported only based on the last 16 SGPs.**

⁵ Note that student learning rules are different and therefore MGPs are computed differently for teachers than they are for principals. Specifically, SGPs for students who were enrolled in a teacher’s course for longer period of time and who attended more regularly count more heavily in a teacher’s MGP than those who were enrolled and attended for less time. Students with less than 60 percent course enrollment are not included in a teacher’s MGP. For more details and an example, see the Teacher’s Guide to Interpreting State-Provided Growth Scores for Grades 4-8, which is available on the [NYSED Growth Measures Tools page](#).



Table 2. Example of Students Who Count in a School's or Principal's MGP: Sample Data

			MGP Calculation	
	-	Yes	Yes	4
	Grade			



All student calculation contain some uncertainty. Although the reported MGP is the best estimate for an teacher or principal, we can also quantify error where we can expect that the true answer lies. The upper- and lower-limit MGPs define a set of scores where an educator's true MGP lies 95 percent of the time. Reporting upper- and lower-limit MGPs is similar to the way other student calculations, such as political polls, are reported (e.g., candidate can be heard in the polls by 6 points, plus or minus 3 points). The width of the confidence range (that is, the distance between the upper- and lower-limit) is affected by such factors as the number of students included in a given score, the spread of student scores, and characteristics of the tests students take.

We report the upper- and lower-limit MGPs because we want to be transparent about the data. We also use upper- and lower-limit MGPs to assess educator ratings in ways that factor in uncertainty in MGPs into account. We use the overall adjusted MGP (that is, the MGP that combines information across all applicable grade levels and subjects) and upper- and lower-limit MGPs to determine growth ratings, as shown in **Figure 3**. The rules for assessing growth ratings are the same for schools, principals, and teachers of grades 4–8 students.

A growth score of 0–20 points is then assessed with each growth rating category (HEDI) using the scoring bands pre-



Growth Ratings for Schools or Principals Serving Grades 4-8 & 9-12

To determine if a state-provided growth rating for schools or principals who serve grades 4-8 and grades 9-12, growth ratings and scores are determined for grades 4-8 and grades 9-12 separately and then combined.⁷ The grades 4-8 measure growth ratings is determined using the process shown in **Figure 3**. Because multiple grades 9-12 measures exist, growth scores for each grades 9-12 measure are averaged to either and then weighted by the number of students in each measure to determine an overall grades 9-12 growth rating and score. An overall growth subcomponent rating, which includes results for both grades 4-8 and grades 9-12 students is then computed in the same manner by averaging grades 4-8 and grades 9-12 growth scores by the number of students in each measure and finding the final rating. **Figure 4** shows an example of this process.

Figure 4. Determining Growth Ratings for Schools & Principals with Grades 4-8 & 9-12 Growth Measures

	Rating					
Rating/Growth Score	Effective	16	435	18%	16 x 0.18	2.9
Rating/Growth Score	Effective	15	1,970	82%	15 x 0.82	12.3
Rating/Growth Score	Effective		2,405	100%		15

$$\begin{aligned}
 & \text{Overall Rating} = \frac{2.9 + 12.3}{16 + 15} = \frac{15.2}{31} = 0.4903 \approx 49\% \\
 & \text{Overall Score} = \frac{435 + 1,970}{2,405} = \frac{2,405}{2,405} = 100\%
 \end{aligned}$$

Information Available in District Files

State-provided growth scores are made available to districts by September each school year or as soon as practicable thereafter. Results are provided in separate files for teachers, principals, and schools. These files contain the following information:

- **Number of Student Scores:** The number of SGPs included in an MGP
- **Percent of Students Above the State Median:** Percentage of students above the State median SGP in the relevant subject and grade, using adjusted student SGPs
- **Unadjusted MGP (Principal or School):** The mean of the SGPs for students linked to principal (or school) based on prior achievement scores only, without taking into consideration ELL, students with disabilities, or economically disadvantaged student characteristics
- **Unadjusted MGP (Teacher):** The weighted mean of the SGPs for students who are attributed to teacher, based on prior achievement scores only, without taking into consideration ELL, students with disabilities, or economically disadvantaged student characteristics. The weighted mean is calculated based on the amount of time students were enrolled in and attended course with teacher

⁷Details on measures and results for schools and principals of grades 9-12 can be found in the Principals Guide to Interpret and State-Provided Growth Scores for Grades 9-12, which is available on the [NYSED Growth Measures Tools page](#)





Questions for Consideration

Following are some questions to consider as you review your State-provided growth score information.

How much did my students grow, on average, compared to similar students? Is this higher, lower, or about what I would have expected? Why?

How does this information about student growth align with information about my leadership practice received through observations or other measures? Why might this be?

How do my MGPs in these subjects compare? Why might they be similar or different?

How do my MGPs compare across grade levels? Why might they be similar or different?

Information or Additional Questions

If you have questions about our data, what the scores are used for, or what you received the score that you did, please contact your school's superintendent or district personnel for assistance. If unable to obtain answers to questions, contact educ@rev.k12.nj.gov

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If any discrepancies exist between the language in these materials and the State, Regulations, or APPR Guidance, the State, Regulations, or APPR Guidance prevail.

