

Final 2010–11 IMPACT Report

What is the purpose of this report?

This report summarizes all of your IMPACT information, including your final IMPACT score and rating, and it explains how we calculated your School Value-Added (SVA) score.

What are the components of my evaluation?

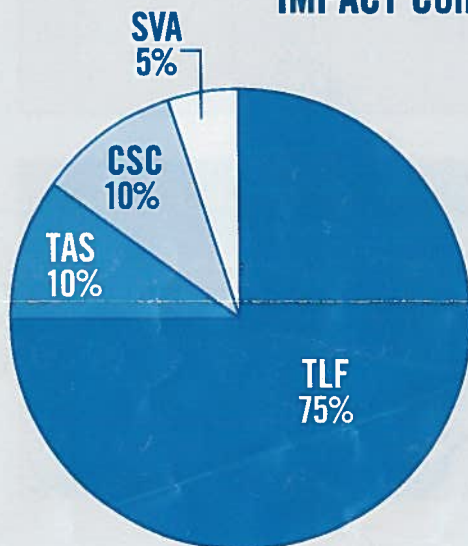
- **Teaching and Learning Framework (TLF)** — This is a measure of your instructional expertise.
- **Teacher-Assessed Student Achievement Data (TAS)** — This is a measure of your students' learning over the course of the year, as evidenced by rigorous assessments other than the DC CAS.
- **Commitment to the School Community (CSC)** — This is a measure of the extent to which you support and collaborate with your school community.
- **School Value-Added Student Achievement Data (SVA)** — This is a measure of the impact your school has on student learning over the course of the school year, as evidenced by the DC CAS.

prepared for

Mara Wilson
Payne ES

IMPACT Group 2
FINAL RATING Effective

IMPACT Components for Group 2



- Teaching and Learning Framework (TLF)
- Teacher-Assessed Student Achievement Data (TAS)
- Commitment to the School Community (CSC)
- School Value-Added (SVA)

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TEACHING AND LEARNING FRAMEWORK (TLF)	ADMIN CYCLE ENDS 12/1	ADMIN CYCLE ENDS 3/1	ADMIN CYCLE ENDS 6/15	ME CYCLE ENDS 2/1	ME CYCLE ENDS 6/15	OVERALL (Average of Cycles)	WEIGHT	WEIGHTED SCORE
TLF SCORE (Average of Teach 1 to Teach 9)	2.78	2.44	3.22	3.50	3.75	3.14	X 75	= 235
Teach 1: Lead Well-Organized, Objective-Driven Lessons	3.0	3.0	3.0	3.0	4.0			
Teach 2: Explain Content Clearly	3.0	2.0	3.0	4.0	4.0			
Teach 3: Engage Students at All Learning Levels	2.0	2.0	3.0	4.0	4.0			
Teach 4: Provide Students Multiple Ways to Engage	3.0	2.0	4.0	4.0	3.0			
Teach 5: Check for Student Understanding	3.0	2.0	3.0	3.0	4.0			
Teach 6: Respond to Student Misunderstandings	3.0	3.0	3.0	N/A	N/A			
Teach 7: Develop Higher-Level Understanding	2.0	2.0	3.0	3.0	3.0			
Teach 8: Maximize Instructional Time	3.0	3.0	4.0	4.0	4.0			
Teach 9: Build a Supportive, Learning-Focused Classroom	3.0	3.0	3.0	3.0	4.0			

TEACHER-ASSESSED STUDENT ACHIEVEMENT DATA (TAS)	OVERALL (1.0 to 4.0)	WEIGHT	WEIGHTED SCORE
TAS SCORE	3.40	X 10	= 34

COMMITMENT TO THE SCHOOL COMMUNITY (CSC)	CYCLE ENDS 12/1	CYCLE ENDS 6/15	OVERALL (Average of Cycles)	WEIGHT	WEIGHTED SCORE
CSC SCORE (Average of CSC 1 to CSC 5)	2.80	3.00	2.90	X 10	= 29
CSC 1: Support of the Local School Initiatives	3.0	3.0			
CSC 2: Support Special Education and ELL Programs	3.0	3.0			
CSC 3: High Expectations	3.0	3.0			
CSC 4: Partnership with Families (for Teachers Only)	3.0	3.0			
CSC 5: Instructional Collaboration (for Teachers Only)	2.0	3.0			

SCHOOL VALUE-ADDED (SVA)	OVERALL (1.0 to 4.0)	WEIGHT	WEIGHTED SCORE
SVA SCORE (See SVA section for more detailed information.)	2.50	X 5	= 12

SUBTOTAL:	311
CORE PROFESSIONALISM (12/1): MEETS STANDARD	No Change
CORE PROFESSIONALISM (6/15): MEETS STANDARD	No Change
FINAL 2010–11 IMPACT SCORE:	311
FINAL 2010–11 IMPACT RATING:	Effective

2009–10 IMPACT RATING: Effective

Note: Some scores have been rounded or truncated for presentation purposes. As a result, some calculations may appear to be slightly different than their actual values. Your Final 2010–11 IMPACT Score, however, is calculated based on your exact scores and then rounded the nearest whole number. For more information about your data, please log in to the IMPACT system at <http://impactdcps.dc.gov>.

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OVERALL IMPACT SCALE

Your score:
311 Points



A score of exactly 175 is classified as Minimally Effective.

A score of exactly 250 is classified as Effective.

A score of exactly 350 is classified as Highly Effective.

What does the arrow on the scale above represent?

The arrow shows your final IMPACT score (311) and rating (Effective).

What do the four ratings mean?

Highly Effective — This rating signifies outstanding performance. Members of the Washington Teachers' Union (WTU) who earn this rating are eligible to participate in IMPACTplus, the DCPS performance-based compensation system. For more information about IMPACTplus, please visit the DCPS website at www.dcps.dc.gov/IMPACTplus.

Effective — This rating signifies solid performance. Individuals who earn this rating will progress normally on their pay scales.

Minimally Effective — This rating signifies performance that is below expectations. Individuals who receive this rating are encouraged to take advantage of the professional development opportunities provided by DCPS. Such individuals will be held at their current salary step until they earn a rating of Effective or higher. Individuals who receive a rating of Minimally Effective for two consecutive years will be subject to separation from the school system.

Ineffective — This rating signifies unacceptable performance. Individuals who receive this rating will be subject to separation from the school system.

What should I do if I have questions or if I feel my final report is inaccurate?

Please contact the IMPACT Team at 202-719-6553 or impactdcps@dc.gov.

School Value-Added (SVA)

What is value-added?

Measuring a school's impact on student learning can be challenging. Students start the year at different skill levels, and they all face different factors outside the classroom that can affect how they learn. At its core, value-added measurement is a way of dealing with these challenges. It helps us estimate the school's impact on student learning as opposed to the impact of other factors such as students' prior skill level, the resources they have at home, or any learning disabilities they may have. In short, value-added helps us understand what the school did, separate and apart from everything else.

How does it work?

In short, we calculate how a school's students are *likely* to perform, on average, on the DC CAS at the end of the year given their previous years' scores and other relevant information. We then compare that likely score with the students' *actual* average score. Schools with high value-added scores are those whose students' actual performance exceeds their likely performance. This process is explained in further detail on the following pages.



Please note that the value-added calculation process is quite complex, which is why DCPS has contracted with Mathematica Policy Research (Mathematica), a nationally respected research firm, to conduct the analyses. Mathematica's clients have included the U.S. Congress, the U.S. Department of Education, the National Academy of Sciences, and many other federal and state agencies.

Why do we use the DC CAS for value-added?

The DC CAS is the only assessment used in DCPS that is (1) aligned to the DC content standards; (2) administered securely; and (3) standardized, meaning it's the same for all students in a given grade level. Though it certainly does not capture everything taught in our schools, it is a strong measure of students' mastery of essential reading and mathematics skills.

Is value-added based on proficiency levels or scale scores?

Value-added is based on scale scores, which range from 0 to 99 for each grade level of the DC CAS. For example, 5th graders receive a score from 500 to 599. Similarly, 6th graders receive a score from 600 to 699. It is important to note that the hundreds digit of these scores is for naming purposes only. That is, the "5" in a score of 574 tells us that this is a 5th grade score. There is no other meaning to the hundreds digit. Thus, in this report, we will refer to the scores on a 0–99 scale. These are the scores we use to calculate value-added.

Is value-added the same as Adequate Yearly Progress (AYP)?

No. AYP only measures the percentage of students who score Proficient or Advanced on the DC CAS at the end of the year. It does not take into account where students *started* the year. So a school whose students started at 90 percent Proficient or above would be judged the same as a school whose students started at 10 percent Proficient. That doesn't seem fair. AYP also doesn't take into account external factors that may affect student learning. Value-added, on the other hand, does.

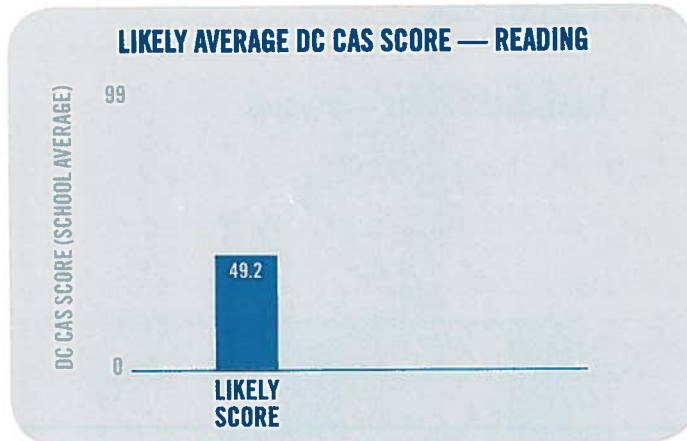
Note: All scores in your SVA report have been rounded for presentation purposes. As a result, some calculations may appear to be off by 0.1. Your final SVA scores for reading and math, however, were calculated based on your exact scores.

Your School's SVA Score for Reading

What follows is a simplified explanation of the value-added calculation process. For the full technical details, please consult *Measuring School and Teacher Value Added for IMPACT and TEAM in DC Public Schools* on the DCPS website (www.dcps.dc.gov DCPS/ValueAdded).

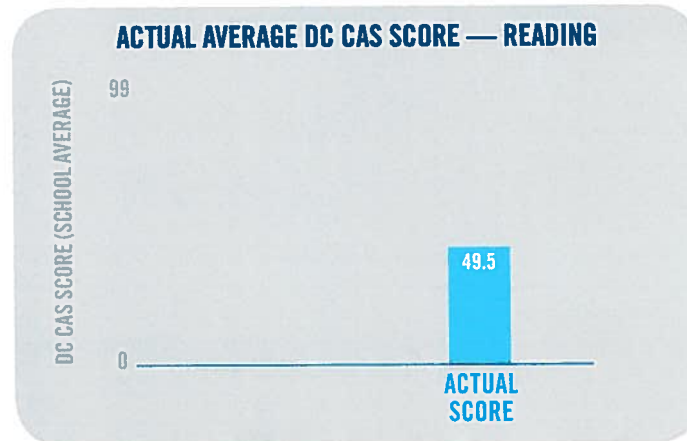
Step 1

Our technical partner, Mathematica, calculated the *likely average* DC CAS score for your school. They did so based on your school's students' test scores from last year and other relevant information. This analysis indicated that the likely average score for your school's students is 49.2.



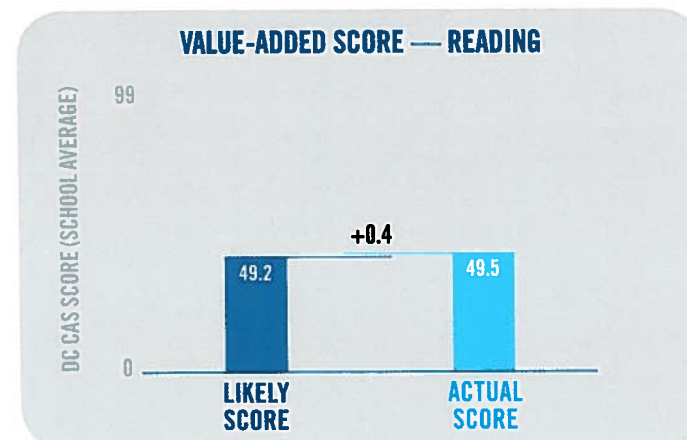
Step 2

Mathematica then calculated the *actual average* DC CAS score for your school's students. They did so by averaging the scores of each of your school's students and then making adjustments based on other factors. Your school's students' actual class average is 49.5.



Step 3

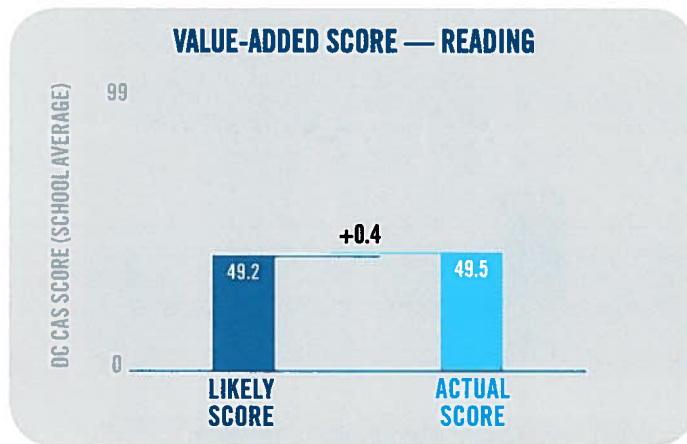
Mathematica then compared your school's *actual average* score with your school's *likely average* score. The difference between these two scores is your School Value-Added. Recall that your school's actual average score is 49.5 and your school's likely average score is 49.2. Your school's value-added score, then, is 0.4 ($49.5 - 49.2 = 0.4$).



Your School's SVA Score for Reading

Step 4

DCPS then converted your school's value-added score as measured in DC CAS points (0.4) into an IMPACT score of 2.6 based on the conversion table below.

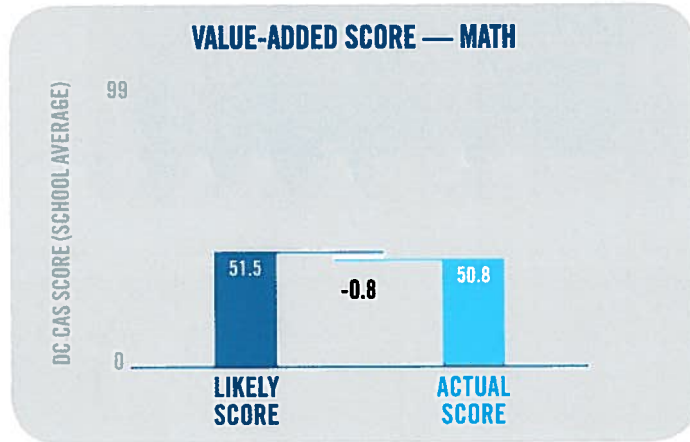


READING SVA CONVERSION TABLE

READING	
RAW SCORE	FINAL SCORE
5.8 and above	4.0
5.4 to 5.7	3.9
5.0 to 5.3	3.8
4.6 to 4.9	3.7
4.2 to 4.5	3.6
3.8 to 4.1	3.5
3.4 to 3.7	3.4
3.0 to 3.3	3.3
2.6 to 2.9	3.2
2.2 to 2.5	3.1
1.8 to 2.1	3.0
1.4 to 1.7	2.9
1.0 to 1.3	2.8
0.6 to 0.9	2.7
0.2 to 0.5	2.6
-0.2 to 0.1	2.5
-0.6 to -0.3	2.4
-1.0 to -0.7	2.3
-1.4 to -1.1	2.2
-1.8 to -1.5	2.1
-2.2 to -1.9	2.0
-2.6 to -2.3	1.9
-3.0 to -2.7	1.8
-3.4 to -3.1	1.7
-3.8 to -3.5	1.6
-4.2 to -3.9	1.5
-4.6 to -4.3	1.4
-5.0 to -4.7	1.3
-5.4 to -5.1	1.2
-5.8 to -5.5	1.1
-5.9 and below	1.0

Your School's SVA Score for Math

The calculation process for math is exactly the same as that for reading. The *actual* average math score for your students is 50.8 and the *likely* average score is 51.5. Thus, your math value-added is -0.8 ($50.8 - 51.5 = -0.8$). We then converted your value-added score into an IMPACT score of 2.4 based on the conversion table below.



MATH SVA CONVERSION TABLE

MATH	
RAW SCORE	FINAL SCORE
7.7 and above	4.0
7.2 to 7.6	3.9
6.6 to 7.1	3.8
6.1 to 6.5	3.7
5.6 to 6.0	3.6
5.0 to 5.5	3.5
4.5 to 4.9	3.4
4.0 to 4.4	3.3
3.5 to 3.9	3.2
2.9 to 3.4	3.1
2.4 to 2.8	3.0
1.9 to 2.3	2.9
1.3 to 1.8	2.8
0.8 to 1.2	2.7
0.3 to 0.7	2.6
-0.3 to 0.2	2.5
-0.8 to -0.4	2.4
-1.3 to -0.9	2.3
-1.9 to -1.4	2.2
-2.4 to -2.0	2.1
-2.9 to -2.5	2.0
-3.5 to -3.0	1.9
-4.0 to -3.6	1.8
-4.5 to -4.1	1.7
-5.0 to -4.6	1.6
-5.6 to -5.1	1.5
-6.1 to -5.7	1.4
-6.6 to -6.2	1.3
-7.2 to -6.7	1.2
-7.7 to -7.3	1.1
-7.8 and below	1.0

Your School's Reading and Math SVA Scores Together

Recall your school's score for reading is 2.6 and your school's score for math is 2.4. To calculate your school's overall School Value-Added score, we averaged the reading and math scores to arrive at 2.50. This is the number you see in the SVA section of your IMPACT summary chart in this report.

YOUR SCHOOL'S OVERALL SUMMARY

Your School's Final Reading Score	2.6
Your School's Final Math Score	2.4
YOUR SCHOOL'S FINAL SVA SCORE <i>(Average of Reading and Math)</i>	2.50