Calculating Individual Growth Measures (IGM)

Indiana Department of Education
Divisions of Accountability and Educator Effectiveness
1/21/2016
Presenters

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Agenda

- Background on IGM
- Step-by-step calculation of IGM
- Q & A
Annual Evaluation Requirements
IC 20-28-11.5

Annual
Objective Measures
Rigorous Measures
Four Categories
Feedback and PD
Negative Impact
Key Terms

**Individual Growth Measure** (IGM) – The required primary measure of student learning for teachers of tested subjects. The measure is reported to school corporations as a value between 1 and 4. It is based on the Educator Evaluation Accountability Link.

**DOE-EE Data Collection** – The connection that links a specific student’s ISTEP+ data with a specific teacher for the purpose of including that student’s ISTEP+ data in that teacher’s performance evaluation. Local school corporations are responsible for determining the procedures and criteria that determine the student roster that is linked to the teacher.

**Primary Measure** – The measure of objective student learning that is afforded more weight than other measures of student learning included in the performance evaluation. For teachers of tested subjects, this is the Individual growth measure.

**Tested Subjects** – Subjects covered by a statewide assessment for which Indiana Growth Model calculations are available. Currently includes grades 4 through 8 Mathematics and English/Language Arts.

**Median** – The numerical value that falls in the middle of a sorted list of values.
Determination of the Four Rating Levels

4 – Teachers whose students have a median growth score that with statistical certainty falls at or above 65

3 – Teachers whose students have a median growth score that with statistical certainty falls at or above 50 but below 65

2 – Teachers whose students have a median growth score that with statistical certainty falls below 50 but above 34

1 – Teachers whose students have a median growth score that with statistical certainty falls at or below 34.
Quick Guide for Calculating IGM

First, you will need the connection of students to teachers:

- Use the data source file from the DOE-EE data collection from 2014-15 school year
- STN Application Center, or
- Use the Accountability Link (162 day students) from the Learning Connection

****Connecting SPNs to STNs****
Quick Guide for Calculating IGM: Step-by-Step

Next, follow these steps:

1. Log in to the Learning Connection at:
   https://learningconnection.doe.in.gov/Login.aspx
2. Click on the *Reports* tab at the top of the screen
3. Click on *Accountability Reports* on the left side of the screen
4. Click on *Growth Model-Accountability Report*
5. Select your *corporation*
6. Select your *school*
7. Select the *grade(s)*; remember this is available only for grades 4-8
Quick Guide for Calculating IGM: Step-by-Step, cont’d...

8. Click the Select all link

9. Click the Export Selected Student Data

10. Open the Excel file
    - The math Growth Percentiles will be in Column M
    - The ELA Growth Percentiles will be in Column O
Quick Guide for Calculating IGM

- Follow the instructions on the IGM Template Calculation form to calculate the Educator Effectiveness ("EE")/IGM rating for each teacher
Let’s try it together!

https://learningconnection.doe.in.gov/Login.aspx?ret=%2fdefault.aspx
Step 1
Step 2

Caitlin Beatson

Profile | Settings | Inbox

Classes

View All Classes

LESSONS

Add a new lesson
Add a new student activity
Add published resources

NOTIFICATIONS

2 requests to join IDC

RECENT ANNCOUNCEMENTS

Wednesday Extended WC
posted on Wed Jan 20 7:59 A
Teaching with Primary Sc
posted on Tue Jan 19 1:07 P
Top Global Learning Schc
posted on Tue Jan 19 12:34 F

Recent Announcements

Step 3

Reports

Growth Model-Classroom Report
View student growth and proficiency based upon yearly ISTEP+ assessments.

Class ISTEP+ Achievement
View ISTEP+ aggregate data for all students enrolled in your classes.

End of Course Assessment-Classroom Report
View End of Course assessment data for any student enrolled in your classroom(s).

LAS Links-Classroom Report
View LAS Links assessment data for any student that is enrolled in your classroom(s).

IMAST-Classroom Report
View IMAST assessment data for any student that is enrolled in your classroom(s).

ISTAR Assessment-Classroom
View ISTAR assessment data for any student enrolled in your classroom(s).

PSAT Assessment-Classroom
Step 4

Reports

Report Card Roster
View Report Card data for all students accountable in your schools.

4 Year Graduation Cohort Status
View 4 Year Graduation Cohort Status data for all students enrolled in your schools.

5 Year Graduation Cohort Status
View 5 Year Graduation Cohort Status data for all students enrolled in your schools.

IREAD-3 School Report
View IREAD3 percentage of students passed in a school.

Growth Model-Accountability Report
View student growth and proficiency based upon yearly ISTEP+ assessments.
Step 5

Student Growth Model

Corporation:
School:
View Growth For:

21st Century Charter Sch of Gary (9545)
Abacus Child Care/Early Lm Ctr (A098)
ABC Learn Cntr/Stewart Elem (A415)
Aboite Christian School (A260)
Acacia Academy Inc (B398)
Academy at Greenfield Park (B272)
ACE Preparatory Academy (9970)
ACTS Academy (C333)
Adams Central Community Schools (0015)
Adams-Wells Special Services Coop (8455)
Advent Lutheran Preschool (A477)
Adventist Christian Elementary (C905)
Agape Gordon Montessori School (B362)
Agape Learning Center (B345)
Alexandria Community School Corp (5265)
Algebraic Inst for Human Excel (C587)
Alpha Elementary School (A745)
Ambassador Christian Academy (B895)

Achievement Reports
Gradebook Reports
Admin Reports
Student Summary
Educator Reports
Accountability Reports

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Step 6

Student Growth Model

Corporation:

School:
--Select School--

View Growth For:

Run Export
Step 7

Student Growth Model

Corporation: [Input]
School: [Input]
View Growth For: [Select Students in school in accountability]
Grade Tested: [Select 6th Grade]

Run Report
Step 8

Mouse over a point to view student data summary
Click a point or a name below to view detailed student report

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>STN</th>
<th>Scale Score</th>
<th>Growth Percentile</th>
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# Step 9

## Spring 2015 Student Growth Percentile

Mouse over a point to view student data summary
Click a point or a name below to view detailed student report

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Export Selected Student Data (100 Students Selected)
Print Selected Student Reports (100 Reports Selected)
Step 10

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The table above shows student performance data for the Math and ELA subjects over different years. The data includes the student's grade, test scores, and growth in percentile.
IDOE Teacher Resources

- www.doe.in.gov/evaluations
- Learning Connection: Developing New Indiana Evaluations
Q & A
IDOE Website Updates

www.doe.in.gov/evaluations

Onsite Monitoring Resources

- Evaluation Implementation Monitoring
  - Evaluation Onsite Letter for Superintendents
  - On-Site Monitoring Document
- DOE Dialogue: Staff Performance Evaluation
- Evaluation Plans
- Evaluation Plan Submission Coversheet
- FAQ Submission of Evaluation Plans

Observation and Feedback
Resources provide information on how to train and support evaluators in the observation process.

Student Growth
Resources include guidance on implementing Student Learning Objectives (SLOs) and other measures for including student growth in evaluation.

District Implementation
Resources support overall implementation of educator effectiveness systems. The resources include district self-assessment tools, time-saving tips, and suggestions for building district-level capacity.

Continuous Improvement
Resources include guidance on using evaluation data to improve instruction, inform personnel decisions, and target professional learning.
Website Updates
www.doe.in.gov/evaluations

Observation and Feedback

Posted: Thu, 11/13/2014 - 8:33am    Updated: Thu, 11/13/2014 - 10:43am

Resources in this column will provide information on how to train and support evaluators in the observation process.

Measuring and Promoting Inter-Rater Agreement of Teacher and Principal Performance Ratings

Inter-rater reliability measures the “consistency across evaluators’ judgments about a person or object” and addresses concerns about bias, mood, or other circumstances affecting the evaluator’s ratings. This document discusses how to measure and improve inter-rater reliability.

High Fidelity: Investing in Evaluation Training

“Training approaches for educator evaluation vary both in format (i.e., how it’s delivered) and content (i.e., what is provided). Train-the-trainer sessions, online professional learning modules, videos, webinars, in-person presentations—these are all examples of the formats that states use to provide training on new performance evaluation systems. In this edition of Ask the Team, we report on both the format and the content of state approaches to evaluation training.”

Foundations of Observation: Considerations for Developing a Classroom Observation System that Helps Districts Achieve Consistent and Accurate Scores

“This paper, written by members of the ETS team that built the MET project’s observation scoring system, offers guidance to school system leaders on the elements of observer training and assessment that can produce accurate and reliable results for teachers.”
Teacher of the Year

www.doe.in.gov/toy

Talent Pool Recommendation

(confidential)
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