



# Race to the Top

## Performance Metrics: Goal Setting and Data Reporting





# Assessment Tools

Responding to feedback from March 1 webinar on assessment Tools

- We have found a web-based tool for sharing assessments
  - Early version of an ISLE Assessment Tool
- Webinar on April 18, 2013 to demo the tool
  - We just sent out the registration information in last Friday's weekly update.



## Scope of Work and Budget Webinars

- On April 4<sup>th</sup> and April 11<sup>th</sup> we will present information to help you complete your 12-13 annual report, 13-14 scope of work and budget.
- The same information will be presented on both dates.
- Registration information will be sent out in this Friday's weekly update.



# Why Performance Metrics

Two primary reasons:

- 1) **Making the target clear.** Set performance metrics to provide a clear, defined target to capture district accomplishments.
- 2) **Aiming at the same target.** Provide a better view and better alignment between district and state work.



# Performance Metrics

## **A few key points:**

Extensive set of metrics that span the Race to the Top work

- Designed to mirror what ISBE provides to USED
- Data you provide will allow us to report to USED

We recognize some of this data may be challenging to provide, as you may not have been collecting the data this year.

Some of the goals will be pre-populated, and some of the data we will be able to provide, as you already submit this data to ISBE.

Please set goals for ALL YEARS on the template

**Template for Collecting Information:** We will send you the template for this data after the webinar

**Due Date:** May 3, 2013



# Priority Areas

Priority Area	Implementation Date
CII1: 5Essentials: Survey of Learning Conditions	Implement Feb – March 2013
IA06: ISLE: Integrating data with ISLE	January – May 2013
ICO5: Common Core and cohesive curriculum	Implement 13-14 school year
D7: Local Assessment System	Pilot measures of growth in 13-14 school year
D9: STEM Programs of Study	Pilot in 13-14 school year
RT3-1: PERA	Implement in 13-14 school year
RT3-2: Mentoring and Induction	Implement in 13-14 school year



# Basic Information

We must provide basic information to USED about students, teachers, and principals

This will also allow us to aggregate the information from districts.

Indicator	2012-2013	2013-2014	2014-2015
Number of High School Students			
Number of 8 <sup>th</sup> Grade Students			
Number of Teachers (Headcount)			
Number of Principals (Headcount)			
Number of Underrepresented High School Students <sup>1</sup>			
Number of teachers evaluated this year			
Number of 1 <sup>st</sup> Year Teachers (ever)			
Number of 2 <sup>nd</sup> Year Teachers			
Number of 1 <sup>st</sup> Year Principals (ever)			

<sup>1</sup>"Underrepresented high school students" for purposes of this performance measure include low-income, English language-learners (ELLs), students with disabilities (SWDs), minorities, and female students.



# Rising Star Indicators

## **A(2): Building Strong Statewide Capacity to Implement, Scale-Up, and Sustain Proposed Plans**

### Goals

- Build the Capacity of LEAs for Successful Implementation of Reforms

### **Rising Star Indicators: CII2 and CII3**

Performance Measures		End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
What percent of mandatory Rising Star indicators has your district assessed, prioritized, and established plans for full implementation? <b>(See attachment of mandatory Rising Star Indicators)</b>	<b>Goal</b>	100%	100%	100%
	<b>Actual</b>			

Mandatory Indicators include all Smart Start, Smart Plan, and Rttt Indicators.





# Curriculum, Instruction, and CCSS

## **B(3): Supporting the Transition to Enhanced Standards and High-Quality Assessments**

### Goals

- Participating LEAs Deliver Standards-Aligned Instruction in Every Classroom, and for Every Student.

### **Rising Star Indicator: IC05**

Performance Measures (B)(3)			End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
Rising Star: IC05					
Aligning curriculum to CCSS	Is your district implementing Common Core State Standards(CCSS) throughout all grade levels and applicable subject areas? <b>Yes/No</b>	<b>Goal</b>	N/A	Yes	Yes
		<b>Actual</b>			



# Curriculum, Instruction, and CCSS

## B(3)/IC05 Continued

Performance Measures (B)(3)			End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
<b>Rising Star: IC05</b>					
<b>Implementing assessment systems</b>	Are teachers: <ul style="list-style-type: none"> <li>• providing ELA instruction</li> <li>• using non-summative assessments that measure student learning over the course of the school year</li> <li>• through administration of the assessments multiple times per year</li> <li>• that are aligned to the CCSS in ELA? <b>Yes/No</b></li> </ul>	<b>Goal</b>	N/A		Yes
		<b>Actual</b>			
	Are teachers: <ul style="list-style-type: none"> <li>• providing Math instruction</li> <li>• using non-summative assessments that measure student learning over the course of the school year</li> <li>• through administration of the assessments multiple times per year</li> <li>• that are aligned to the CCSS in Math</li> </ul> <b>Yes/No</b>	<b>Goal</b>	N/A		Yes
		<b>Actual</b>			



# Curriculum, Instruction, and CCSS

## B(3)/IC05 Continued

Performance Measures (B)(3) Rising Star: IC05			End of SY 2012- 2013	End of SY 2013- 2014	End of SY 2014- 2015
<b>Assessment</b>	Number of teachers participating in workgroups that are contributing to the development of assessment frameworks and items for Type II and Type III assessments	<b>Goal</b>	N/A		
		<b>Actual</b>			



# STEM Programs of Study

B(3), continued

**Rising Star Indicator: D9**

Performance Measures (B)(3)			End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
<b>Programs of Study &amp; STEM Implementation</b>	Number high school students currently participating in a STEM Program of Study	<b>Goal</b>	N/A		
		<b>Actual</b>			
	Number of <i>underrepresented high school students</i> <sup>1</sup> in grades 9-12 currently participating in STEM Program of Study	<b>Goal</b>	N/A		
		<b>Actual</b>			
	Number of graduating high school seniors receiving <b>WorkKeys National Career Readiness Certificate or other industry certification by graduation</b>	<b>Goal</b>	N/A		
		<b>Actual</b>			

<sup>1</sup> "Underrepresented high school students" for purposes of this performance measure include low-income, English language-learners (ELLs), students with disabilities (SWDs), minorities, and female students.



# STEM Programs of Study

B(3), continued

**Rising Star Indicator: D9**

Performance Measures (B)(3)			End of SY 2012- 2013	End of SY 2013- 2014	End of SY 2014- 2015
<b>Programs of Study &amp; STEM Implementation</b>	Number of 8 <sup>th</sup> graders completing an education and career plan (individual learning plan)	Goal	N/A		(All)
		Actual			
	Number of students currently in a STEM Program of Study participating in work-based learning experiences	Goal	N/A		
		Actual			



# ISLE

## **C(3): Using Data to Improve Instruction**

### Goals

- i. Ensure that all districts can implement local instructional improvement systems that provide teachers, principals, and administrators with the information and resources they need to inform and improve their instructional practices, decision-making, and overall effectiveness.

### **Rising Star Indicator: IA06**

Performance Measures (C)(3)			End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
<b>IL Shared Learning Environment (ISLE)</b>	Has your district integrated local data with ISLE?	<b>Goal</b>	Yes	Yes	Yes
		<b>Actual</b>	We will collect and enter data		



# ISLE, cont.

## C(3): Using Data to Improve Instruction

Rising Star Indicator: IA06

Performance Measures (C)(3)			End of SY 2012- 2013	End of SY 2013- 2014	End of SY 2014- 2015
IL Shared Learning Environment (ISLE)	Number of <b>teachers</b> accessing <u>instructional applications</u> hosted on ISLE <i>at least once per week</i> during the school year	Goal	N/A		
		Actual	N/A		
	Number of <b>principals</b> accessing performance <u>dashboard applications</u> hosted on ISLE <i>at least once per week</i> during the school year	Goal	N/A		
		Actual	N/A		
	Number of <b>high school students</b> accessing <u>instructional or college/career planning applications</u> on ISLE <i>at least once per week</i> during the school year	Goal	N/A		
		Actual	N/A		



# Assessment and Student Growth

## D(2): Improving Teacher and Principal Effectiveness Based on Performance

### Goal

- Build robust teacher and principal evaluation systems that focus on both effective practice and student growth.

### Rising Star Indicator: D7

Performance Measures: D(2)			End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
<b>Student Growth</b>	Does your district measure student growth? <b>Yes or No</b>	<b>Goal</b>	N/A		
		<b>Actual</b>			
	Does your district measure student growth in ALL grades and subject areas for which we have state standards? <sup>1</sup> <b>Yes or No</b>	<b>Goal</b>	N/A		
		<b>Actual</b>			





# Assessment and Student Growth, cont.

D(2)  
Rising Star Indicator: D7

Performance Measures: D(2)			End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
<b>Student Growth</b>	Does your district have a system in place to measure student growth in ALL <u>state tested</u> subject areas? <b>Yes or No</b>	<b>Goal</b>	N/A		
		<b>Actual</b>			
	Does your district have a system in place to measure student growth in ALL <u>non state tested</u> subject areas? <b>Yes or No</b>	<b>Goal</b>	N/A		
		<b>Actual</b>			
Provide any additional detail about your progress towards developing systems to measure student growth. ( <b>Optional</b> )					

**Note, goals for growth measures should be aligned with when the district is required to fully implement the teacher evaluation system.**



# Use of Teacher and Principal Evaluations

Districts are not required to implement all of the metrics listed below. However, the state must report this information.

Performance Measures D(2)			End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015	
Use of Teacher and Principal Evaluations	Is your district's performance evaluation system used for: (Yes or No)					
	Developing	Teachers	Goal	N/A		
			Actual			
		Principals	Goal	Yes	Yes	Yes
			Actual			
	Compensating	Teachers	Goal	N/A		
			Actual			
		Principals	Goal	N/A		
			Actual			
	Promoting	Teachers	Goal	N/A		
			Actual			
		Principals	Goal	N/A		
Actual						

In actual tool, we have put notes to help guide you about which are required and which are not.



# Use of Teacher and Principal Evaluations, cont.

Districts are not required to implement all of the metrics listed below. However, the state must report this information.

Performance Measures D(2)				End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
Use of Teacher and Principal Evaluations	<b>Is your district's performance evaluation system used for: (Yes or No)</b>					
	Retaining	Teachers rated as proficient or excellent	Goal	N/A		
			Actual			
		Principals rated as proficient or excellent	Goal	N/A		
			Actual			
	Granting tenure and/or full certification (if applicable)	Teachers	Goal	N/A		
			Actual			
		Principals	Goal	N/A		
			Actual			
	Removing ineffective tenured and untenured	Teachers	Goal	N/A		
			Actual			
		Principals	Goal	N/A		
Actual						



# Ratings of Teachers and Principals

Performance Measures D(2)	End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
Number of <b>teachers</b> who were evaluated as <b>Proficient</b> or better.			
Number of <b>principals</b> who were evaluated as <b>Proficient</b> or better.			
Number of <b>teachers</b> who were evaluated as <b>Unsatisfactory</b> .			
Number of <b>principals</b> who were evaluated as <b>Unsatisfactory</b> .			
Number of <b>teachers</b> whose evaluations were used to inform <b>compensation</b> decisions.			
Number of <b>principals</b> whose evaluations were used to inform <b>compensation</b> decisions.			
Number of <b>teachers</b> who were evaluated as <b>Proficient</b> or better and were <b>retained</b> .			
Number of <b>principals</b> who were evaluated as <b>Proficient</b> or better and were <b>retained</b> .			
Number of <b>teachers</b> who were <b>eligible for tenure</b> .			
Number of <b>teachers</b> whose evaluations were <b>used to inform tenure</b> decisions.			
Number of <b>teachers</b> who were <b>removed</b> for being rated <b>Unsatisfactory</b> .			
Number of <b>principals</b> who were <b>removed</b> for being rated <b>Unsatisfactory</b> .			



# High and Low Poverty and Minority Schools

## D(3): Ensuring Equitable Distribution of Effective Teachers and Principals

### Goal

- Create a pipeline of highly effective principals and teachers to serve the State's neediest schools.

### Rising Star Indicator: IA14

*We will provide information on which of your schools were high/low poverty and/or high/low minority last fiscal year to assist with goal setting.*

Performance Measures for (D)(3)(i)*		End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
Number of <b>teachers</b> in schools that are high-poverty and/or high-minority who are rated as <b>excellent</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			
Number of <b>teachers</b> in schools that are low-poverty and/or low-minority who are rated as <b>excellent</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			
Number of <b>teachers</b> in schools that are high-poverty and/or high-minority who are rated as <b>unsatisfactory</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			
Number of <b>teachers</b> in schools that are low-poverty and/or low-minority who are rated as <b>unsatisfactory</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			



# High and Low Poverty and Minority Schools

## D(3): Ensuring Equitable Distribution of Effective Teachers and Principals

### Goal

- Create a pipeline of highly effective principals and teachers to serve the State's neediest schools.

### Rising Star Indicator: IA14

*We will provide information on which of your schools were high-poverty and/or high-minority last fiscal year to assist with goal setting.*

Performance Measures for (D)(3)(i)*		End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
Number of <b>principals</b> leading schools that are high-poverty and/or high-minority who are rated as <b>excellent</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			
Number of <b>principals</b> leading schools that are low-poverty and/or low-minority who are rated as <b>excellent</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			
Number of <b>principals</b> leading schools that are high-poverty and/or high-minority who are rated as <b>unsatisfactory</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			
Number of <b>principals</b> leading schools that are low-poverty and/or low-minority who are rated as <b>unsatisfactory</b> .	<b>Goal</b>	N/A		
	<b>Actual</b>			



# Mentoring and Induction Programs

## **D(5): Providing Effective Support to Teachers and Principals**

**Goal:** All Beginning Teachers and Principals in Participating LEAs Are Supported Through High Quality Induction and Mentoring Programs.

### **Rising Star Indicator: RT3-2**

<b>Performance Measures (D(5))</b>		<b>End of SY 2012-2013</b>	<b>End of SY 2013-2014</b>	<b>End of SY 2014-2015</b>
<b>Teachers: Mentoring and Induction</b>				
Number of <b>2<sup>nd</sup> year teachers</b> completing a 2-year induction and mentoring program	<b>Goal</b>	N/A		(All)
	<b>Actual</b>			
% of <b>2<sup>nd</sup> year teachers</b> completing a 2-year induction and mentoring program	<b>Goal</b>	N/A		100%
	<b>Actual</b>			
Number of <b>1<sup>st</sup> year teachers completing a 2-year induction and mentoring</b> program that, for the final school year of the program, achieve an overall summative performance evaluation rating of either <b>proficient or excellent</b>	<b>Goal</b>	N/A		
	<b>Actual</b>			
% of <b>1<sup>st</sup> year teachers completing a 2-year induction and mentoring</b> program that, for the final school year of the program, achieve an overall summative performance evaluation rating of either <b>proficient or excellent<sup>2</sup></b>	<b>Goal</b>	N/A		
	<b>Actual</b>			



# Mentoring and Induction Programs, cont.

## **D(5): Providing Effective Support to Teachers and Principals**

Goal: All Beginning Teachers and Principals in Participating LEAs Are Supported Through High Quality Induction and Mentoring Programs.

**Rising Star Indicator: RT3-2**

Performance Measures (D(5))		End of SY 2012-2013	End of SY 2013-2014	End of SY 2014-2015
<b>TEACHERS: MENTORING AND INDUCTION</b>				
Number of <b>first year teachers</b> rated " <b>needs improvement</b> " in their first year of teaching who, <b>after completing a 2-year induction and mentoring program</b> , achieve an overall summative performance evaluation rating of <b>proficient or excellent</b>	<b>Goal</b>	N/A		(All)
	<b>Actual</b>			
% <b>first year teachers</b> rated " <b>needs improvement</b> " in their first year of teaching who, <b>after completing a 2-year induction and mentoring program</b> , achieve an overall summative performance evaluation rating of <b>proficient or excellent</b>	<b>Goal</b>	N/A		100%
	<b>Actual</b>			





# Mentoring and Induction Programs, cont.

## D(5): Providing Effective Support to Teachers and Principals

Goal: All Beginning Teachers and Principals in Participating LEAs Are Supported Through High Quality Induction and Mentoring Programs.

### Rising Star Indicator: RT3-2

Performance Measures (D(5))		End of SY 2012-2013	End of SY 2013- 2014	End of SY 2014-2015
<b>Principals: Mentoring and Induction</b>				
Number of <b>1<sup>st</sup> year principals</b> completing a mentoring and induction program	<b>Goal</b>	N/A		(All)
	<b>Actual</b>			
% of <b>1<sup>st</sup> year principals</b> completing a mentoring and induction program	<b>Goal</b>	N/A		100%
	<b>Actual</b>			
Number of <b>1<sup>st</sup> year principals</b> participating in a one-year mentoring program that achieve an overall summative performance evaluation rating of either <b>proficient or excellent for the school year in which they participated in the program</b>	<b>Goal</b>	N/A		
	<b>Actual</b>			
% of <b>1<sup>st</sup> year principals</b> participating in a one-year mentoring program that achieve an overall summative performance evaluation rating of either <b>proficient or excellent for the school year in which they participated in the program</b>	<b>Goal</b>	N/A		
	<b>Actual</b>			



# Student Outcomes

## STUDENT OUTCOME GOALS

For the following student outcomes, **please set goals for:**

- Percent meets or exceeds for ISAT
- Percent meets or exceeds for PSAE

MEASURE		SY12-13	SY13-14	SY14-15	SY15-16
Percent at meets and exceeds: <b>ISAT: Grades 3-8 Math</b>	<b>Goal</b>	N/A			
Percent at meets and exceeds: <b>ISAT: Grades 3-8 Reading</b>	<b>Actual</b>	We will provide data			
Percent at meets and exceeds: <b>PSAE: Math</b>	<b>Goal</b>	N/A			
	<b>Actual</b>	We will provide data			
Percent at meets and exceeds: <b>PSAE: Reading</b>	<b>Goal</b>	N/A			
	<b>Actual</b>	We will provide data			
<b>High School Graduation Rate</b>	<b>Goal</b>	N/A			
	<b>Actual</b>	We will provide data			

Please note, for goal setting purposes, ISBE has posted last school years' student outcome scores as if the new cut scores had been implemented on the IIRC website.



# Student Outcomes

## STUDENT OUTCOME GOALS

For the following student outcomes, **please set goals for:**

- Percent meets or exceeds for ISAT
- Percent meets or exceeds for PSAE

We also have to report on student outcomes (from previous slide) for following subgroups.

- Black
- Hispanic
- Low-Income
- ELL
- IEP

MEASURE		SY12-13	SY13-14	SY14-15	SY15-16
Percent at meets and exceeds: <b>ISAT: Grades 3-8 Math</b>	<b>Goal</b>	N/A			
Percent at meets and exceeds: <b>ISAT: Grades 3-8 Reading</b>	<b>Actual</b>	We will provide data			
Percent at meets and exceeds: <b>PSAE: Math</b>	<b>Goal</b>	N/A			
	<b>Actual</b>	We will provide data			
Percent at meets and exceeds: <b>PSAE: Reading</b>	<b>Goal</b>	N/A			
	<b>Actual</b>	We will provide data			
<b>High School Graduation Rate</b>	<b>Goal</b>	N/A			
	<b>Actual</b>	We will provide data			



# Student Outcomes

## STUDENT OUTCOME GOALS

### *Future Goal Setting*

We have to report to USED on the following, but to date we have no baseline data for this. So, this will be a measure upon which we will ask for goal setting in the future.

MEASURE		SY12-13	SY13-14	SY14-15	SY15-16
Total College Enrollment (% of students who entered 9 <sup>th</sup> grade)	Goal				
	Actual	We will provide data			
Students Completing at Least One Year of College Credit Applicable to a Degree (% of students who entered 9 <sup>th</sup> grade)	Goal				
	Actual	We will provide data			



# Achievement Gap

## ACHIEVEMENT GAP GOALS

For the section below, please set goals for closing the achievement gap.

Please take into consideration the following definition:

- High performing subgroup: Includes White, Asian, multi-racial, and Hawaiian/Pacific Islander
- Goal setting will be for ISAT (math and reading) and PSAE

<b>CLOSING THE ACHIEVEMENT GAP</b>					
<b>MEASURE</b>		<b>SY12-13</b>	<b>SY13-14</b>	<b>SY14-15</b>	<b>SY15-16</b>
<b>“High-Performing” subgroup vs. Black subgroup</b>	<b>Goal</b>	N/A			
	<b>Actual</b>				
<b>High-Performing subgroup vs. Hispanic subgroup</b>	<b>Goal</b>	N/A			
	<b>Actual</b>				
<b>ELL subgroup vs. non-ELL subgroup</b>	<b>Goal</b>	N/A			
	<b>Actual</b>				
<b>IEPs subgroup vs. non-IEP subgroup</b>	<b>Goal</b>	N/A			
	<b>Actual</b>				



# Supplemental Measures

## Supplemental Measures (Optional)

We know you have likely set goals for district performance in many areas. Please feel free to provide us with your supplemental goals so that we can better understand your work, goals, and areas where you may want support.

EXAMPLE TABLE					
MEASURE		SY12-13	SY13-14	SY14-15	SY15-16
	<b>Goal</b>	N/A			
	<b>Actual</b>				
	<b>Goal</b>	N/A			
	<b>Actual</b>				
	<b>Goal</b>	N/A			
	<b>Actual</b>				
	<b>Goal</b>	N/A			
	<b>Actual</b>				



# Send Progress Report

**Due Date: May 3, 2013**

**How: [RT3@isbe.net](mailto:RT3@isbe.net)**

**Questions?**

- **Email David [dosta@isbe.net](mailto:dosta@isbe.net) or Christi [cchadwic@isbe.net](mailto:cchadwic@isbe.net)**
- **We are happy to spend some time walking you through this!**



# Questions