

COMPASS REPORT METHODOLOGY

The Compass report is a compilation of all the data reported by LEAs throughout the course of the school year. Data in the Compass report has been drawn from the Compass Information System (CIS).

Who is included in this report?

The report includes data on three types of employees: teachers¹, leaders² and counselors³. In the Compass Information System, evaluators assigned a job title and evaluation type for each employee. Teachers, leaders and counselors were identified by the combination of their job title and evaluation type. Specific rules for how job title and evaluation type combinations were factored into the report are outlined in the footnotes below.

How is employee privacy protected?

To protect anonymity, final evaluation rating distributions and value-added rating distributions, where applicable, are only provided for:

- schools with 10 or more teachers with relevant data;
- districts with 10 or more leaders with relevant data; and
- districts with 10 or more counselors with relevant data.

¹ Teacher: evaluation type code (in CIS) is 'Teacher' and job title code is 'Teacher (01)', 'Librarian (02)', 'Principal/AP (04)', 'Other (99)' or blank; evaluation type code is 'Other' and job title code is 'Teacher (01)'; or job title code is 'Teacher (01)' or 'Librarian (02)' and evaluation type code was blank

² Leader: evaluation type code (in CIS) is 'Leader' and job title code is 'Teacher (01)', 'Principal/AP (04)', or 'Other (99)'; evaluation type code is 'Other' and job title code is 'Principal/AP (04)'; or job title code is 'Principal/AP (04)' and evaluation type code was blank

³ Counselor: evaluation type code (in CIS) is 'Counselor' and job title code is 'Teacher (01)', 'Counselor (03)', 'Other (99)', or blank; evaluation type code is 'Teacher' and job title code is 'Counselor (03)'; evaluation type code is 'Other' and job title code is 'Counselor (03)'; or job title code is 'Counselor (03)' and evaluation type code was blank

What evaluation data are used in the report?

Student Outcomes Data (Columns E-H)⁴: School-based student outcomes data are included in the report in these ways:

- Percent proficiency on all state administered tests across all subjects and grade levels. This percentage is calculated by summing the total number of tests at basic and above on the LEAP or iLEAP in ELA, Math, Science, and Social Studies and tests at good or excellent on the EOC exams in Algebra I, Biology, English II and Geometry and dividing by the total number of tests administered.
- Percentile rank indicates where your district ranks relative to other districts in percent proficiency on all state administered tests across all subjects and grade levels.
- Growth in the percentage of students that were at basic and above on the LEAP and iLEAP and good or excellent on EOC assessments in 2011-2012 to 2012-2013.
- Percentile rank indicates where your district ranks relative to other districts on student growth in basic and above on the LEAP and iLEAP, and good or excellent on EOC assessments from 2011-2012 to 2012-2013.

Final Evaluation Rating (Columns I-L): This calculation is an average of the professional practice score and student outcomes score. Distributions are calculated by dividing the total number of employees at each level of effectiveness by the total number of employees with a final evaluation rating.⁵

Professional Practice Score (Columns M-P): This calculation is an average of an employee's observation ratings and comprises 50% of the final evaluation rating. Distributions are calculated by dividing the total number of employees at each level of effectiveness by the total number of employees with a professional practice score.⁵

Student Outcomes Score (Columns Q-T): This score is determined by the employee's value-added rating, average student learning target rating or a combination of both. Distributions are calculated by dividing the total number of employees at each level of effectiveness by the total number of employees with a student outcome score.⁵

Value-Added Data (Columns U-Y): Value-added scores are generated for teachers of value-added courses. Distributions are calculated by dividing the total number of employees at each level of effectiveness by the total number of employees with a value-added rating. These data include teachers who received value-added ratings and who received a final evaluation rating.⁵

Student Learning Target Data (Columns Z-AC): Student learning target (SLT) data show a distribution of ratings assigned to an employee's student learning targets, or student goals. Distributions are calculated by dividing the total number of SLT ratings at each level of effectiveness by the total number of SLTs assigned a rating. These metrics only include SLT data for teachers who received SLT ratings and who received a final evaluation rating.⁵

⁴ Columns align to the file titled Teacher Final Evaluation Results by School

⁵ Only employees with final evaluation ratings are included in this analysis in the report.