

University Schools			
Monitoring: Review: Annually, in January	Descriptor Term: Teacher Effect Data	Descriptor Code: 5.1141	Issued Date:
		Rescinds: 306	Issued:

This policy applies to all schools to ensure compliance with the state law and state guidelines regarding use of and access to teacher effect data. Teacher Effect Data is defined as student achievement data based on student growth data as represented by the Teacher Value Added Assessment System (TVAAS), developed pursuant to state law, or some other comparable measure of student growth, if no such TVAAS data is available.

University Schools believe that the measurable impact that an individual teacher has on student learning is important and essential to making sound educational decisions for students and teachers. The University believes that teacher effect data should be one of multiple inputs used in identifying effective teachers. Analysis of aggregate teacher effect data as part of a larger definition of effectiveness will allow the University to identify University trends in teacher performance; engage in comprehensive University planning; chronicle a teacher's performance over their years of service with the University; target support to schools and teachers; and address University-wide teacher performance issues that arise in certain subjects and content areas.

When matching a teacher's effect data to students within the University, a student must have been present in a teacher's class for 150 days of classroom instruction per year or 75 days of classroom instruction per semester for the student's record to be attributed to a specific teacher. A teacher may challenge the accuracy of data used in their evaluation pursuant to the State Board of Education evaluation grievance procedure.

The estimates of specific teacher effects on the educational progress of students will not be a public record and will be made available only to the specific teacher, the teacher's appropriate administrators as designated below, and the Board acting in their official capacity. The estimates of specific teacher effects may also be made available to the State Board-approved teacher preparation programs of individual teachers. The estimates made available to the preparation programs shall not be personally identifiable with a particular teacher.

The Board of Education designates the following as the appropriate administrators to receive and be responsible for teacher effect data:

1. School Directors and Assistant Directors of employees within their school;

2. Chief Academic Officer; and
3. Vice Provost and their designees. The Vice Provost's designees may include but are not limited to; staff members involved in the teacher evaluation and/or professional development process who have been identified and approved by the Vice Provost; and the heads of departments and their designees who have a legitimate employment purpose for accessing and using an individual employee's teacher effect data.

Teacher effect data should be accessed and used only by those with a legitimate employment purpose for accessing and using the data (e.g., evaluation process, employee hiring/placement process, professional development process). The University shall monitor and track the access and use of teacher effect data. Additionally, reproduction of teacher effect data by any means and in any form is strictly prohibited. Violations of this provision and any unauthorized or inappropriate access or use of teacher effect data could result in disciplinary action up to and including termination of employment. Additionally, violations of this policy by third party vendors, consultants, and other non-University Schools personnel; any provision thereof; and any unauthorized or inappropriate creation, access, or use of teacher effect data could result in disciplinary action up to and including cancellation of contracts.