



Activity 1: Overview of Teacher Effectiveness

Directions

Part 1 – Next Page

Use the Teacher Diagnostic reports to complete the Overview of Teacher Effectiveness chart on page 2.

- For each achievement group that **outpaced** the growth standard, fill the cell **dark green**.
(Note: Solid whisker is *above* the standard for academic growth.)
- For each achievement group that **maintained** their progress, fill the cell **light green**.
(Note: Solid whisker *crosses* the standard for academic growth.)
- For each achievement group that **fell behind** the growth standard, fill the cell **yellow**.
(Note: Solid whisker is *below* the standard for academic growth.)

Part 2 – Below

Discuss your completed *Overview of Teacher Effectiveness* chart while looking for patterns. What reconfiguration might you consider in order to best meet the needs of sixth-grade Math learners? Note your choices below in the *New Math Department Configuration* chart. Remember the following:

- You need four sixth-grade teachers, three seventh-grade teachers, and three eighth-grade teachers.
- No additional positions will be allocated.
- You will have support from your Educational Service Center, including PD support.

New Math Department Configuration for LAB Middle School

Grade	Teacher	Your Thinking and Data Reasoning
6 th	Eileen Wright	Moving after 2 years does not give the best opportunity to make adjustments, why absent not noted, new to being around kids? Stress?? We are doing what is best for the 6th grade but no notes that discussion with any teachers has happened to indicate they want to switch grades. Moving a teacher who does well with 8th grade growth to 6th grade does not mean they will do well with that growth. There is an improvement for the middle students in her class growth chart. No information on the referrals either are 20 of them for the same student? Does that indicate lack of control or a student with ODD/ADD or similar or is she writing up everyone? Not enough data here for that picture. Finally if this is a 6-8 middle school and she is K-6 certified, there really is no where to move her.
6 th	Saul Wellingood	Solid attendance, experience, test scores

6 th	Lauren Order	Similar to Eileen, no need to move her at 2 years, lack of discipline referral reasons, why is planning inconsistent? Is there a district curriculum to follow, is there a pacing guide? What training has been provided by the curriculum director? What mentoring is happening for these new teachers? One more year in this grade to work out kinks seems appropriate to find out about if admin is supporting the teacher before moving her.
6 th	Lois Bidder	Concerns: when does cheer start (7th grade?) Pros: team player, in the green but none of 7th grade are stellar effectiveness level, positive attendance for other teachers on team
7 th	Max Stout	No need to move based on effectiveness
7 th	Frieda Wales	No need to move based on effectiveness
7 th	Luke Warm	No need to move based on effectiveness
8 th	Bob Anweave	No need to move based on effectiveness
8 th	Miles Tugo	No need to move based on effectiveness
8 th	Imma DeWinner	No need to move based on effectiveness
Algebra 1	Imma DeWinner	No need to move based on effectiveness

Overview of Teacher Effectiveness for LAB Middle School

Teacher	Teacher Data Points				Teacher Diagnostic Reports					
	Teacher Absence Percentage	Discipline Referrals	Years of Experience	Effectiveness Level	Low	Low	Middle	Middle	High	High
					Recent Year	Previous Year	Recent Year	Previous Year	Recent Year	Previous Year
Eileen Wright – 6th	16%	26	2	-3.79	-8.0	-5.0	-6.2	-11.3	-7.1	-4.0
Saul Wellingood – 6th	4%	2	13	2.61	-.4	16.5	4.1	-.3	6.4	1.5
Lauren Order – 6th	10%	49	2	-1.89	-2.1	-1.9	-3.8	-6.0	-.9	-1
Max Stout – 7th	3%	1	8	1.6	6.8	1.3	3.9	1.2	5.2	5.9
Frieda Wales – 7th	2%	9	1	.59	1.1		2.5		.1	
Lois Bidder – 7th	0	0	14	-.31	.7	1.9	-3.8	1.5	1.5	1.5
Luke Warm – 7th	5%	3	1	.47	5.5		.2		-1.7	
Bob Anweave – 8th	1%	0	21	3.16	7.6	4.0	6.5	5.9	3.4	1.8
Miles Tugo – 8th	2%	32	5	2.66	4.2	3.0	1.1	1.5	3.6	1.7
Imma DeWinner – 8th	0	1	17	6.85	13.9	4.9	9.6	11.1	9.0	15.6
Imma DeWinner – Algebra 1	0	1	17	5.55					17.5	14.6