

The emphasis in OTES 2.0 is to prioritize and emphasize teachers' Use of Data as outline in the [HQSD Guidance Tool](#). The Evidence of Student Learning component involves combining multiple data measures into one component rating. **This worksheet serves as an optional support tool if districts are interested in establishing common growth/achievement expectations to use as a reference document.**

Please note: Decisions on the calibration/rating of High-Quality Student Data is LOCALLY DETERMINED. All ideas posted on this page are intended to initiate/support local conversations to determine will work best for your district.

Rubric Language: Evidence of Student Learning

Ineffective	Developing	Skilled	Accomplished
The teacher's assessment data demonstrates no evidence of growth and/or achievement over time for most of the teacher's students.	The teacher uses one source of high-quality student data to demonstrate clear evidence of appropriate growth and/or achievement over time for some of the teacher's students.	The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time showing clear evidence of expected growth and/or achievement for most students.	The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time showing clear evidence of above expected growth and/or achievement for most students.

Multiple Measures Matrix

The Measuring Student Learning Component of the OTES rubric holds the teacher accountable for the growth and/or achievement of their students using two measures of High-Quality Student Data. Districts may wish to consider establishing a matrix to refer to when combining results from multiple measures.

Measure 1:

Measure 2:

		Measure 1:				
		Rating	Ineffective	Developing	Skilled	Accomplished
Measure 2:	Ineffective	Ineffective	Developing	Developing	Skilled	
	Developing	Developing	Developing	Skilled	Skilled	
	Skilled	Developing	Skilled	Skilled	Accomplished	
	Accomplished	Skilled	Skilled	Accomplished	Accomplished	

Teacher Value-Added (Growth)

ODE Resource/Reference Guide: [Using Value-Added for HQSD](#)

District Decisions:

- Will you use the Teacher Composite or Single Year/Subject?
- Is this a teacher decision or a district decision?

Teacher Effectiveness Level	OTES Rating
Yellow	
Light Green	
Blue	

Benchmark Metric Ideas (Achievement)

This could apply to the ODE Benchmarks available as part of the Restart Readiness Assessments (RRA's) or any locally established district benchmarking assessments utilized.

Calibrating HQSD

Multiple Measures Metric Worksheet

Percent of Students	Level of Achievement	OTES Rating
Less than % of students	Earn Proficient or higher	Ineffective
At least % of students	Earn Proficient or higher	Developing
At least % of Students	Earn Proficient or higher	Skilled
At least % of Students	Earn Proficient or higher	Accomplished

NWEA MAP Metric Ideas

Class Report (Achievement)

Complete the chart identifying the number of students in each category (combine multiple classes if appropriate).

Where are MOST students? In case of a tie, award the teacher the higher rating.

MAP Performance Level	# Students	OTES Rating
Lo %ile < 21		Ineffective
LoAvg %ile 21-40		Developing
Avg %ile 41-60		Skilled
HiAvg %ile 61-80		Skilled
Hi %ile > 80		Accomplished

Achievement Status and Growth (Growth)

Use the Achievement Status and Growth report to calculate the percentage of students that met their projected growth. If applicable, combine multiple classes.

Met Projected Growth (% of class)	OTES Rating
	Ineffective
	Developing
	Skilled
	Accomplished

Quadrant Chart (Growth & Achievement)

Complete the chart identifying the number of students in each category (combine multiple classes if appropriate). Where are MOST students? In case of a tie, award the teacher the higher rating.

Quadrant Color	Quadrant Description	# Students	OTES Rating
Red	Low Achievement/Low Growth		Ineffective/Developing
Sum of Orange + Yellow	Sum of Low Achievement/High Growth + High Achievement/Low Growth		Skilled
Green	High Achievement/High Growth		Accomplished

Conditional Growth Index (Growth)

- Run the **Achievement Status and Growth (ASG) Summary Report**
Select **all classes** to be included in the analysis.
Intentionally select your growth comparison period (Winter or Spring).
- Create and open the Spreadsheet
- Review columns G (Subject) and H (Course) for accuracy; DELETE any rows for non-applicable subjects/courses for the teacher.
- In column AM (Conditional Growth Index (CGI)), place curser in cell beneath last row of data
Excel: Use the Formulas menu to Insert Function – Average.
Sheets: Use the Insert menu to select Function – Average. Highlight cells to include in average.
- Use the [Understanding CGI](#) to determine how the MAP Conditional Growth Index correlates to your districts' locally determined interpretation of the performance level descriptors for the Evidence of Student Learning component of the OTES 2.0 rubric.

CGI Range	Performance Level
	Ineffective
	Developing
	Skilled
	Accomplished

iReady Metric Ideas

Growth Monitoring Results (Growth)

Complete the chart identifying the number of students in each category (combine multiple classes if appropriate).

Where are MOST students? In case of a tie, award the teacher the higher rating.

iReady Annual Typical Growth Likelihood	# Students	OTES Rating
Somewhat Unlikely (<50% Probable)		Ineffective/Developing
Somewhat Likely (50 - 70% Probable)		Skilled
Likely (>70% Probable)		Accomplished

Diagnostic Status/Results (Achievement)

Complete the chart identifying the number of students in each category (combine multiple classes if appropriate).

Where are MOST students? In case of a tie, award the teacher the higher rating.

District Decision:

- Would you like to use the 3-level placement or the 5-level placement?

Color	iReady Diagnostic Status/Results	# Students	OTES Rating
Red	Two or More Grade Levels Below		Ineffective/Developing
Yellow	One Grade Level Below		Skilled
Green	On or Above Grade level		Accomplished

STAR Metric Ideas

STAR Screening Report (Achievement)

Complete the chart identifying the number of students in each category (combine multiple classes if appropriate).
Where are MOST students? In case of a tie, award the teacher the higher rating.

STAR Category Levels	# Students	OTES Rating
Below Basic		Ineffective
Basic		Developing
Proficient		Skilled
Advanced		Accomplished

STAR Growth Report - SGP (Growth & Achievement)

Complete the chart identifying the number of students in each category (combine multiple classes if appropriate).
Where are MOST students? In case of a tie, award the teacher the higher rating.

Quadrant Description	# Students	OTES Rating
Low Growth/Low Proficiency		Ineffective/Developing
Sum of Low Growth/High Proficiency + High Growth/Low Proficiency		Skilled
High Growth/High Proficiency		Accomplished

Classroom/Unit Assessment Metric Ideas

For the identified assessment, analyze the grade distribution. If applicable, combine multiple classes.

Percent of Students	Achievement Level	OTES Rating
Less than % of students	Earn % or Higher	Ineffective
At least % of students	Earn % or higher	Developing
At least % of Students	Earn % or higher	Skilled
At least % of Students	Earn % or Higher	Accomplished