



Performance Metrics

For Continued Approval of State-Approved Educator Preparation Programs

March 2015



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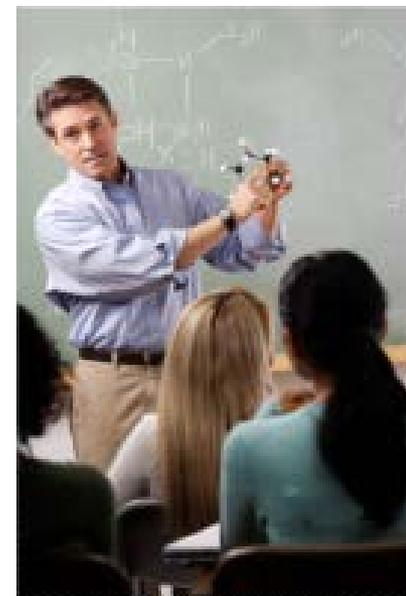
Authority for Performance Metrics

- **s. 1004.04, F.S.:** Public accountability and state approval for teacher preparation programs
- **s. 1004.85, F.S.:** Postsecondary educator preparation institutes
- **s. 1012.56, F.S.:** Professional development certification and education competency programs
- **Rule 6A-5.066, FAC:** Approval of Teacher Preparation Programs
- Continued approval of a teacher preparation program shall be based upon:
 - Evidence that the program continues to implement the requirements for initial approval; and
 - Upon significant, objective, and quantifiable measures of the program; and
 - **the performance of the program completers.**

APPR REQUIREMENTS

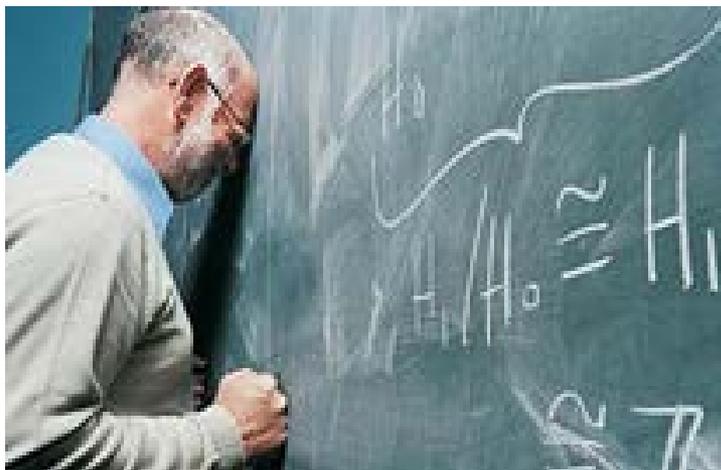
Each program receives an APPR if it meets the following minimum requirements:

Has 3 or more completers in the selected cohort time period for **Placement** performance metric OR **Retention** performance metric; AND



APPR REQUIREMENTS

the program has 2 or more completers who received an annual evaluation for the **Annual Evaluation** performance metric.

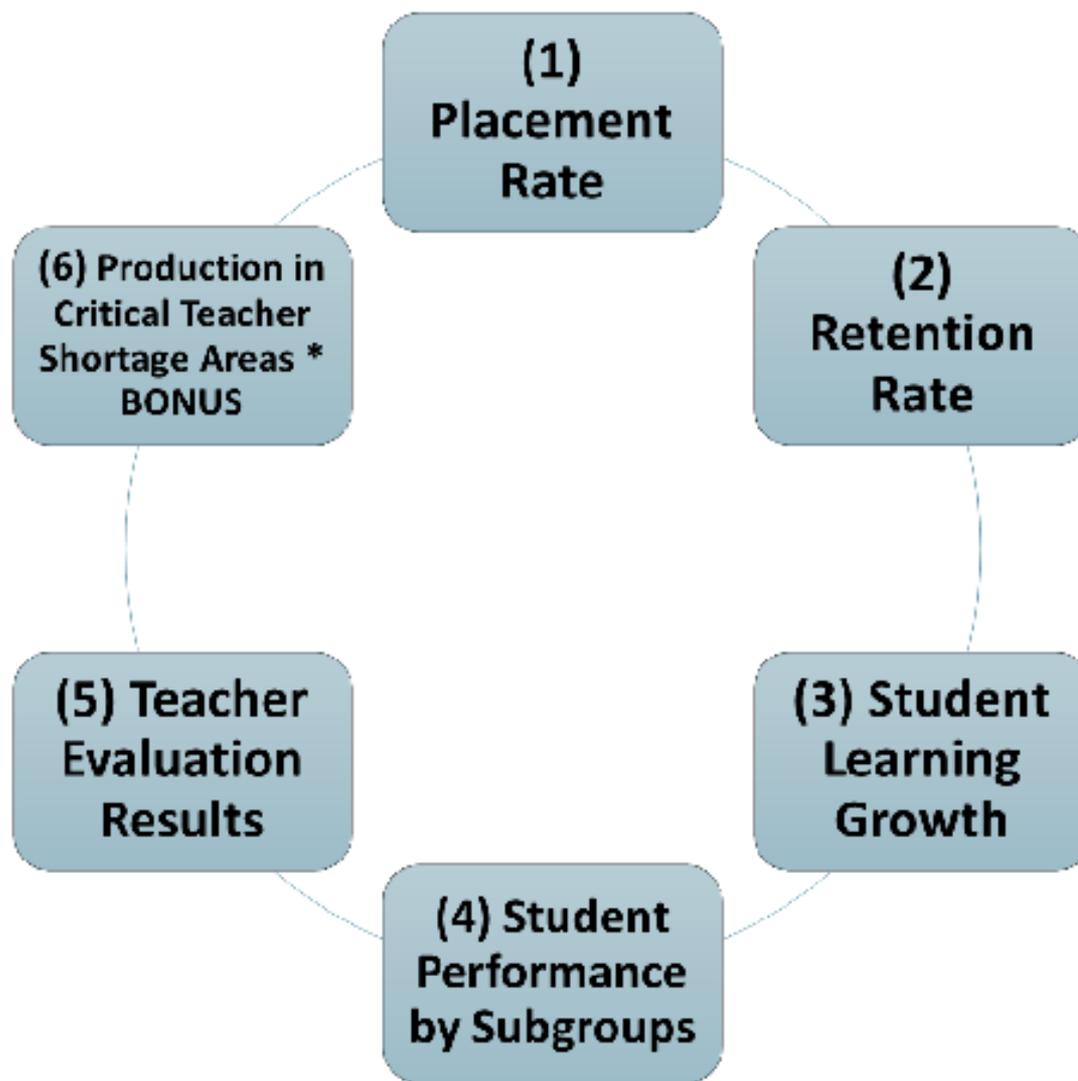


APPR Logistics

- Based on program's completers who were employed as instructional personnel in a Florida public school district.
- Each APPR results in a summative rating score between 1.0 and 4.0 that is the average of all performance target level scores.
- A program that does not receive an APPR will receive a summative rating score of 1.0 for that reporting year.
- Performance metrics not applicable to a program will not be rated.
- For APPR purposes only, world languages' teacher preparation programs are considered equivalent programs.

Completer Performance Data via eIPEP

- The Department’s “electronic Institutional Program Evaluation Plan” (eIPEP) is a web-based tool for collecting and reporting completer performance data.
- On the date the APPR data is reported
 - the institution, private provider or school district may review the APPR data and summative rating scores, and
 - report to the Department error(s) or omission(s), with supporting documentation, within 45 business days
- The Department will notify the institution, private provider or school district within 15 business days of receipt of the supporting documentation of any change to the APPR data and scores.



Placement Rate

- The number of program completers reported annually as employed in
 - a full-time or part-time instructional position at any point in the school year
 - in a Florida public school district
 - either the first or second academic year subsequent to program completion.
- Program completers employed in a private or out-of-state school in their first or second year following program completion are also included, if data are reported and can be verified.
- This metric does not apply to Professional Development Certification Programs.
- Example: 2011-2012 completers employed for first time in 2012-2013 or 2013-2014.

Performance Targets for Placement Rate

Level 4	Level 3	Level 2	Level 1
Performance Target For Each Level			
4 points	3 points	2 points	1 point
Placement rate is			
at or above the 68th percentile	at or above the 34th percentile <i>and</i> below the 68th percentile	at or above the 5th percentile <i>and</i> below the 34th percentile	below the 5th percentile
of all equivalent programs across the state.			

Retention Rate

The average number of years that program completers are employed

- in a full-time or part-time instructional position in a Florida public school district
- at any point each year in a five-year period following initial employment
- in either of the two (2) subsequent academic years following program completion.
- Program completers employed in a private or out-of-state p-12 school their first or second year following program completion are also included in the calculation if data are reported the program and have been verified.

Performance Targets for Retention Rate

Level 4	Level 3	Level 2	Level 1
Performance Target For Each Level			
4 points	3 points	2 points	1 point
The average number of years employed in the 5-year period following initial placement is			
4.5 years or more.	3 years to less than 4.5 years.	2 years to less than 3 years.	less than 2 years.

Student Learning Growth Data Based on Performance of PreK-12 Students on Statewide Assessments

- Educators teaching in-field in Prekindergarten through grade 12 classrooms
- For coursework assessed on statewide assessments
- From the previous three-year period using the most recent academic year for which results are available, such as 2009-10, 2010-11, 2011-12 completers employed in 2012-13 and
- Who received a student learning growth score (Value-Added Model or “VAM” score).

Performance Targets for Students Performance on Statewide Assessments Using Student Learning Growth Formula

Level 4	Level 3	Level 2	Level 1
Performance Target For Each Level			
4 points	3 points	2 points	1 point
The probability that the average student learning growth among students taught by program completers			
exceeds the expectations for those students is \geq 95 percent.	exceeds the expectations for those students is $<$ 5 percent; <u>AND</u> falls short of the expectations for those students is $<$ 5 percent.	Not Calculated.	falls short of the expectations for those students is \geq 95 percent.

Student Performance by Subgroup

- Student performance of prekindergarten through grade 12 who are assigned to in-field program completers aggregated by the eight student subgroups, (as defined in the federal Elementary and Secondary Education Act (ESEA), 20 U.S.C. s. 6311(b)(2)(C)(v)(II))
 - ✓ Caucasian
 - ✓ African American
 - ✓ Hispanic
 - ✓ Asian
 - ✓ Native American
 - ✓ Free/Reduced Lunch
 - ✓ Students with disabilities
 - ✓ Students of limited English proficiency
- How well the program prepares teachers to work with a diverse population of students in a variety of settings in Florida public schools.
- Score is based on in-field program completers from the previous three-year period who received a student learning growth score from the most recent academic year.

Performance Targets for Student Performance by Subgroups Data

Level 4	Level 3	Level 2	Level 1
Performance Target For Each Level			
4 points	3 points	2 points	1 point
At least 75 percent of the subgroups meet or	At least 50 percent, but less than 75 percent of the subgroups meet or	At least 25 percent but less than 50 percent of the subgroups meet or	Fewer than 25 percent of the subgroups
exceed the state standard for performance.			

Program Completers' Annual Evaluations Results

- Results of program completers' annual evaluations employed in an instructional position in a Florida public school district.
- Number & percent evaluated at each level:
 - ✓ Highly Effective
 - ✓ Effective
 - ✓ Needs Improvement
 - ✓ Developing
 - ✓ Unsatisfactory
- Scores are based on completers from the previous three-year period who received an annual evaluation rating from the most recent academic year.
- Example, program completers of 2010-11, 2011-12 and 2012-13 who received an evaluation rating in 2013-2014.

Performance Targets for Results of Program Completers' Annual Evaluations

Level 4	Level 3	Level 2	Level 1
Performance Target For Each Level			
4 points	3 points	2 points	1 point
At least 30 percent of the program's completers received a highly effective rating and 90 to 100 percent	Program did not meet criteria for Level 4, but at least 80 percent	Program did not meet criteria for Level 3, but at least 60 percent	<i>Program did not meet criteria for Level 2, 3 or 4.</i>
of the program's completers received either highly effective or effective ratings, and			
no completers were rated unsatisfactory.	no completers were rated unsatisfactory.	no more than 5 percent (more than one (1) for n < 20) of the program's completers were rated unsatisfactory.	

Production of Program Completers in Critical Teacher Shortage Area - Bonus Only Metric

- Scores are based on the number of completers from the most recent year compared to the number of completers from the previous year.
- The critical shortage areas are
 - ✓ Exceptional Student Education
 - ✓ English/Language Arts
 - ✓ Reading
 - ✓ Sciences
 - ✓ English for Speakers of Other Languages
 - ✓ Foreign Languages
 - ✓ Mathematics
- For more information on the Critical Teacher Shortage Areas, go to <http://www.fldoe.org/core/fileparse.php/7766/urlt/0084449-ctsa1314.pdf>

Performance Target for Production of Program Completers in Statewide Critical Teacher Shortage Areas

BONUS ONLY

If met, the performance target is 4 points.

The critical teacher shortage program:

- increased the number of program completers
- compared to the year before
- with a minimum of 2 completers in each year.

Calculating the Summative Rating Score (Without Being Eligible for the Bonus metric)

The Summative Rating Score is the average of all performance target level scores received by a program (between 1.0 and 4.0)

Reminder: A program receives an APPR if it meets the minimum requirements as follows:

1. The program has three (3) or more completers in the selected cohort time period for the **Placement** performance metric **or** **Retention** performance metric; **and**
2. The program has had two (2) or more completers who received an annual evaluation for the **Annual Evaluation** performance metric.
3. A program that does not receive an APPR will receive a summative rating score of 1.0 for that year.



Program: Elementary Education	Placement	Retention	Student Learning Growth	Perform -ance By Subgrou p	Evaluations	Critical Shortage Area
Performance Target Outcome	75 percentile (Level 4)	4 years average (Level 3)	96% (Level 4)	75% (Level 4)	82% of completers HE or E ratings, none earned unsatisfactory (Level 3)	Does not apply
Points Earned	4	3	4	4	3	-
Total Points Earned = 18			Average of Points (18 / 5) = 3.6		= SUMMATIVE RATING SCORE	

Calculating the Summative Rating Score (Eligible for the Bonus metric)

If program is eligible for Bonus, the APPR summative rating is weighted and calculated as :

1. The average of all other performance target level scores computed for the program consisting between two (2) and five (5) performance targets.
2. Multiply that average by 0.8
3. Add the bonus score of four (4) points to this product.
4. Then multiply by 0.2
5. To obtain the summative rating score



Program: Reading	Placement	Retention	Student Learning Growth	Performance By Subgroup	Evaluations	Critical Shortage Area
Performance Target Outcomes:	75 percentile (Level 4)	4 years average (Level 3)	96% (Level 4)	75% (Level 4)	82% of completers HE or E ratings, none UNS, (Level 3)	8 more completers than the previous year
Points Earned	4	3	4	4	3	4
Total Points Earned (Metrics 1-5)	Multiplied by 0.8	Plus the bonus score of 4 points	Multiplied by .2		SUMMATIVE RATING SCORE	
18	14.4	18.4			3.68	

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