Our Shared Agenda:
Empowering Effective Teaching

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Our Opportunity

- To reposition teacher evaluation as a part of a professional growth system for educators
- To reclaim the powerful potential of VAM to support leaders in making data-driven decisions that support student learning and educator growth

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Matching

1. 22%
2. 5.7%
3. 23.3%

a. the percentage of highly effective teachers* at F schools

b. the percentage of unsatisfactory teachers* at F schools

c. the percentage of highly effective teachers* at A schools

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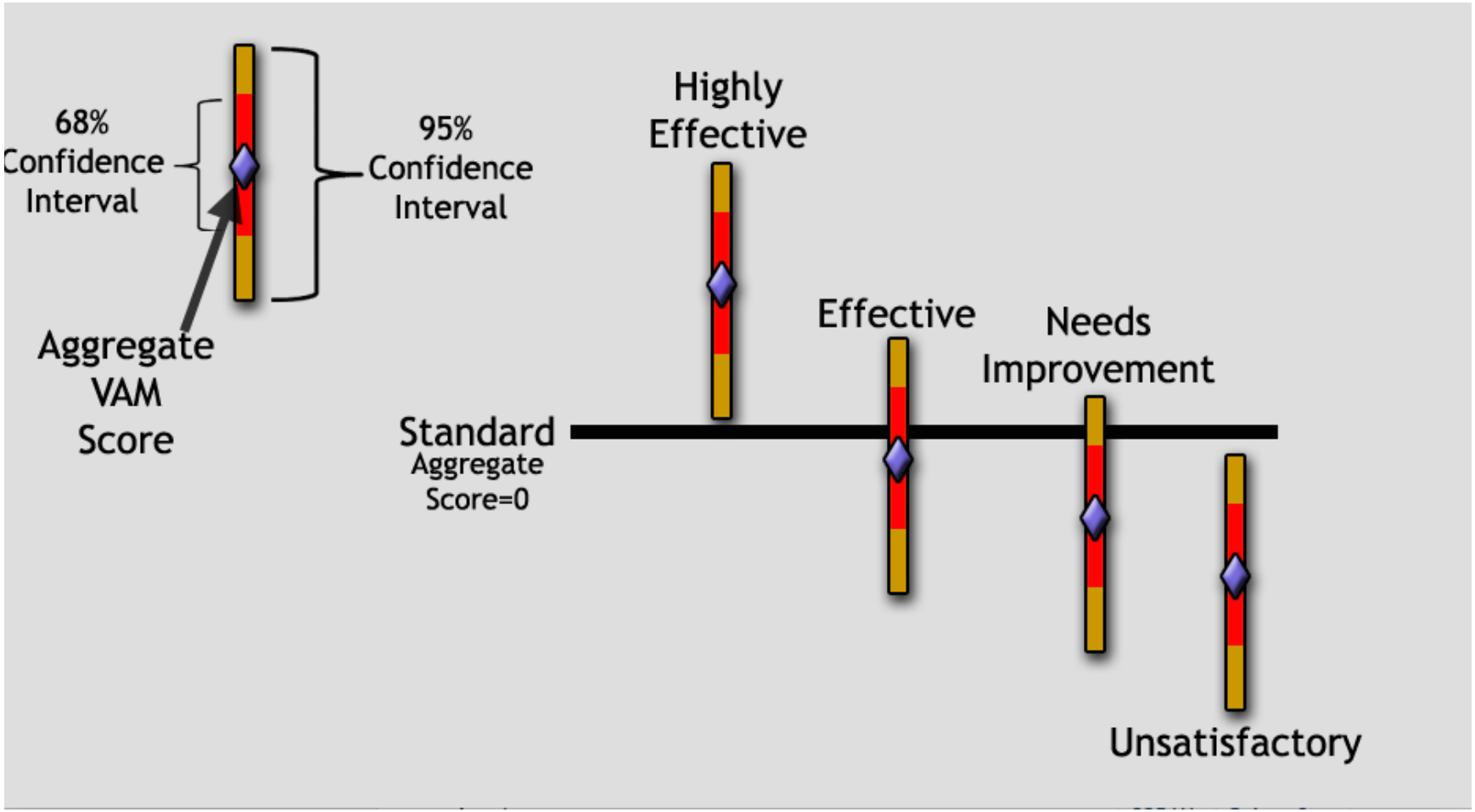
What is high impact?



School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating*	VAM Classification	Performance Rating	
A	22.0%	54.6%	58.4%	44.2%	10.8%	1.1%	8.8%	0.1%	22,207
B	13.8%	39.7%	60.2%	58.1%	14.0%	2.0%	12.0%	0.3%	11,831
C	11.2%	31.7%	57.4%	64.7%	15.8%	3.0%	15.6%	0.5%	17,157
D	7.4%	27.6%	53.1%	66.6%	18.9%	5.0%	20.6%	0.7%	6,530
F	5.7%	19.1%	50.5%	75.3%	20.6%	4.8%	23.3%	0.8%	2,632
Unavailable	5.0%	35.0%	65.8%	60.3%	16.7%	4.3%	12.5%	0.5%	2,638
Overall	**14.6%**	**40.5%**	**57.9%**	**56.7%**	**14.3%**	**2.5%**	**13.2%**	**0.4%**	**62,995**

* Teachers who received a performance rating of 3 Years - Developing are included with Needs Improvement.

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A snapshot of teacher impact on student learning at two high schools

N_student s_combin ed	agg_vam_ combined	agg_vam_ combined se	LL_CI	UL_CI	count_uni que_all
44	-1.14883	0.375408	-1.88465	-0.41301	44
253	-0.48258	0.185366	-0.7707	-0.12847	253
34	-0.3822	0.32049	-1.02336	0.259359	34
36	-0.32967	0.293851	-0.88602	0.226675	36
176	-0.31602	0.165887	-0.64115	0.009122	176
314	-0.31142	0.159097	-0.62525	-0.00059	314
189	-0.28388	0.296341	-0.87312	0.290363	189
142	-0.13866	0.358345	-0.84102	0.563693	142
2	-0.06296	0.63088	-1.29948	1.173567	2
231	-0.03521	0.126857	-0.28385	0.213424	231
327	-0.02612	0.183099	-0.38499	0.332757	327
332	-0.02396	0.120034	-0.25923	0.211302	332
338	0.020248	0.147851	-0.26954	0.310037	338
331	0.022256	0.104893	-0.18334	0.227847	331
300	0.036317	0.127882	-0.21433	0.286966	300
158	0.055853	0.214697	-0.36495	0.476658	158
19	0.059877	0.582737	-1.08229	1.20204	19
15	0.186935	0.540351	-0.87215	1.246022	15
232	0.222102	0.19243	-0.15506	0.599264	232
99	0.230586	0.263921	-0.2867	0.747872	99
89	0.243891	0.289842	-0.3242	0.81198	89
319	0.24636	0.176979	-0.10052	0.593239	319
81	0.284323	0.450351	-0.59837	1.167012	81
258	0.335205	0.133439	0.073666	0.596745	258
85	0.413144	0.327676	-0.2291	1.055389	85
165	0.421551	0.269346	-0.10637	0.94947	165
22	0.518739	0.307303	-0.08358	1.121053	22
87	1.512454	0.246966	1.030164	1.994743	87
125	-1.11185	0.733823	-2.55314	0.329446	125
42	-0.99736	0.812532	-2.58992	0.595203	42
341	-0.83378	0.181191	-1.19483	-0.48472	341
94	-0.81663	0.326858	-1.4568	-0.17646	94
71	-0.6342	0.352674	-1.36564	0.017344	71
176	-0.55118	0.228391	-0.99883	-0.10354	176
374	-0.48719	0.27557	-1.02731	0.052926	374
19	-0.46987	0.48829	-1.42691	0.487183	19
397	-0.29616	0.167191	-0.62385	0.031539	397
68	-0.22847	0.32374	-0.863	0.406362	68
344	-0.21086	0.114383	-0.43446	0.012746	344
38	-0.2075	0.386631	-0.9653	0.550293	38
258	-0.19386	0.188456	-0.95523	0.567513	258
371	-0.18319	0.180624	-0.53721	0.170834	371
365	-0.13832	0.156647	-0.44535	0.168707	365
56	-0.11336	0.34725	-0.79397	0.56725	56
84	-0.11274	0.346261	-0.79141	0.565333	84
164	-0.08146	0.301712	-0.67281	0.509901	164
328	-0.06936	0.187584	-0.43702	0.298305	328
176	-0.00044	0.108152	-0.21242	0.211535	155
110	0.002383	0.211574	-0.4123	0.417069	110
389	0.030915	0.17319	-0.30854	0.370368	389
171	0.033981	0.207545	-0.37281	0.440769	171
129	0.154567	0.351169	-0.53372	0.842859	129
50	0.251616	0.269992	-0.27757	0.780801	50
381	0.254397	0.198416	-0.1345	0.643293	381
244	0.283834	0.121909	0.044892	0.522776	244
283	0.306411	0.148535	0.015244	0.597578	283
283	0.668267	0.225362	0.224597	1.111936	283
388	1.040394	0.162599	0.721701	1.359088	388

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