

Teacher Specific Data Decision Making Guide

Teacher Specific Data shall comprise 15% of the final teacher evaluation and shall include the following when data is available and applicable to a specific classroom teacher:

Student Performance on Assessment	Shall comprise no more than 5%
Value Added Assessment Data	Shall comprise not less than 10% nor more than 15%
Progress in meeting the goals of student IEP (SLO process)	Shall comprise no more than 5%
Locally Developed Rubric (SLO process-assessments defined in elective)	Shall comprise no more than 15%

It is recommended that any decision or action taken by an LEA related to evaluation of a professional or temporary professional employee be made in consultation with the LEA solicitor and in collaboration with the local association. Furthermore, it is recommended these decisions be implemented with consistency for all teachers across the LEA.

Questions to Address with Teachers

Student Performance on Assessment

1. Is Student Performance Assessment Data available for this teacher in tested grades and subjects (PSSA, Keystone, PASA)?
 - a. Yes - Go to number 2
 - b. No - Assessment Data is not available

2. Is this teacher responsible for the direct instruction of eleven or more students in a tested grade or subject? (see definition of assessment in regulations) ?
 - a. Yes - This data is available and applicable.
 - i. Refer to Table H in the Regulations
 - ii. Shall comprise no more than 5%
 - b. No - Assessment Data is not applicable

Value Added Data

3. Is there a Value Added Teacher Report that contains a three year consecutive rolling average?
 - a. Yes - This data is available and applicable.
 - i. Refer to Table I in the Regulations
 - ii. Shall comprise not less than 10% nor more than 15%
 - b. No - Value Added Data is not available

IEP Progress

4. Is IEP progress data available for this teacher?
 - a. Yes - Go to question 5
 - b. No - This data is not available

5. Is this teacher responsible for planning, teaching and assessing eleven or more students in the attainment of IEP goals (*as defined by IDEA and Chapter 14*) in a specific content area or skill?
- a. Yes - This data is applicable and available
 - i. Use the SLO Process to address IEP progress
 - ii. Shall comprise no more than 5%
 - b. No - This data is not applicable

Locally Developed Rubric (LDR)

For a classroom teacher without any attributable assessment or PVAAS data and/or data related to IEP progress the locally developed school district rubric or rubrics shall comprise no more than 15% of a classroom teachers final teacher effectiveness rating. A SLO Process will be used to validate the LDR and shall select a measure relating to elective data*.

***Elective Data**

Elective data shall consist of measures of student achievement that are locally developed and selected by the LEA from a list approved by PDE. Assessments include but are not limited to:

- District designed measures and examinations
- Nationally recognized standardized tests
- Industry certification exams
- Student projects pursuant to local requirements