



FLDOE VAM RELEASE

February 24, 2014



2011-2012 and 2012-2013 TEACHER EVALUATIONS

In response to the Florida Department of Education (FLDOE) releasing teacher, school, and district Student Growth/Value-Added Model (VAM) scores on February 24, 2014, we are providing clarifying information to assist in understanding the student growth portion of the teacher evaluation system.

Evaluation Components for 2011-2012 and 2012-2013

- As a result of collaboration and negotiations, Broward County Public Schools and The Broward Teachers Union (BTU) agreed to Memorandums of Understanding on the implementation of the evaluation system for both school years.
- The District and BTU agreed to weight the evaluation 60% Instructional Practice (school administrator observations and evidence of practice) and 40% Student Growth/VAM results.

Student Growth/Value-Added Model (VAM) Results

- During the 2011-2012 and 2012-2013 school years, Florida Statutes required districts to use the Value-Added Model (VAM) results for those who taught students in courses associated with the FCAT (reading, math and language arts).
- The FLDOE provided districts multiple reports of student outcome data, by teacher, that indicated the Student Growth/VAM score and the percent of students meeting their expected score.
 - The State released a variety of VAM reports. Broward uses the Math and Reading reports to determine the Student Growth measure for evaluations. The FLDOE provides two outcome measures for each teacher. Both measures are created using student-level FCAT scores:
 - Teacher VAM Score- The teacher's VAM Score is determined by the **average amount of learning growth, as measured by the FCAT**, of the teacher's students above or below the expected learning growth of similar students in the state.
 - Percent of Students Meeting VAM Expectation -Each student's actual FCAT developmental scale score is compared to their expected score to determine the **percent of the teacher's students meeting or exceeding their individual "expected score."**
 - Broward and the BTU chose to use the percent meeting expectations and agreed to the following:

Teachers	Student Growth/VAM Calculations
Teacher of FCAT-tested subjects and grade levels	VAM Score based on assigned students who met/exceeded expected VAM score
Teachers of Non-FCAT-tested subjects and grade levels	School VAM Score, based on all students in the school who met/exceeded expected VAM score
Non-Classroom, school-based	School VAM Score, based on all students in the school who met/exceeded expected VAM score
Non-Classroom, district-based	District VAM Score, based on all students in the district who met/exceeded expected VAM score

Next Steps

The District will continue to work with the Florida Department of Education, The Broward Teachers Union, administrators and teachers to ensure that our Broward Instructional Development and Growth Evaluation System (BrIDGES) is implemented with fidelity and aligned to a robust professional development system. The District is also examining additional student assessments to reflect teacher impact on student performance for other subjects and grade levels.