



A publication created by the Performance Evaluation Advisory Council and the Illinois State Board of Education to guide you in implementing the *Performance Evaluation Reform Act*.

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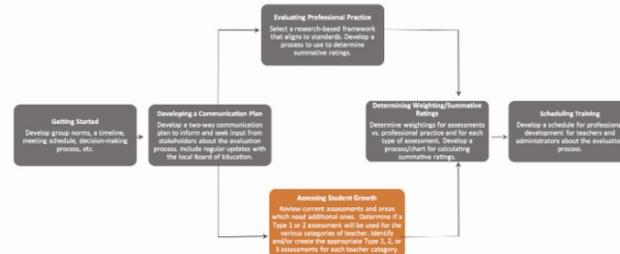
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Dear Illinois Educator,

We will continue to guide you in your journey to full implementation of the Performance Evaluation Reform Act. The focus of this third issue of *Your Virtual PERA Coach* is on Assessing Student Growth. In the corresponding stage of the joint committee work process, most districts review current assessments and look at areas which need additional ones. Joint committees help their districts to determine if a Type 1 or 2 assessment will be used for the various categories of teachers. They then work with staff members to identify and/or create the appropriate Type 1, 2, or 3 assessments (described below) for each teacher category.

Your Virtual PERA Coach contains information and links to various documents that can help you in the process of adding measures of student growth to your district's performance evaluation plan, as required by the Illinois Administrative Code Part 50.

Overview of Joint Committee Work This Month's Focus: Assessing Student Growth



View full chart [here](#)



Review of Current Assessments

A high quality assessment contributes to the process of collecting and interpreting information that can be used to inform teachers, students, and other stakeholders of information about student progress.

In order to help districts evaluate the types, amounts of time needed, and information they get from the results of the assessments, many conduct a review called an Assessment Inventory.

ISBE has created a document called [The Assessment Inventory Facilitation Process](#). It provides a step-by-step process for districts to follow when using an assessment inventory. The document is in an editable Word format so districts can modify it for their needs.

Conducting an Assessment Inventory

As stated in ISBE's guide, [Student Assessment Inventory for School Districts](#), school districts that conduct an assessment inventory build a shared understanding of the purpose each assessment is designed to serve.



Student Growth Component Checklist-Alignment to the Law

Section 50.110 of the Illinois Administrative Code contains details of the student growth components that are required to be included in each district's performance evaluation plans. Below is a check list that summarizes the requirements joint committees need to address as they incorporate student growth into their district's evaluation plan.

In addition, the inventory helps to point out gaps and redundancies in the general population and for specific populations of students, identifies lack of alignment between standards and assessments, identifies low quality assessments, illuminates the resources spent on assessment, and highlights which assessments provide information that is useful to teachers and students and which assessments do not. Through the inventory, district teams can develop an appropriate assessment strategy, streamline the amount of time spent on assessing students, and work to ensure that the assessments and their results are used to benefit students.

Assessment Inventory Process

Step 1: Plan the Inventory

Think about the following types of questions:

What are the objectives of the inventory

Who will collect the information

Who has the authority to act on the results of the inventory

Who will be making the recommendations

Step 2: Conduct the Inventory

Collect and organize information about assessments given in the district.

Three types of questions are suggested:

- **Basic information questions** (usually available from assessment specification booklets and other information provided by vendors, or from state and district policy documents).
- **Use/purpose question** (the difference between the assessment's intended purposes and uses. For example, the purpose of an assessment may be to measure students' reading comprehension while the intended use is to identify students in need of extra support/intervention).
- **Operational questions** (typically found in vendor's assessment descriptions and technical guides, i.e. assessment administration (frequency and time)).

Step 3: Analyze the Inventory

- Look across a particular grade level or grade band at all assessments students are given.
- Identify assessments that the district will continue to administer and clarify any needs or changes that may be necessary to ensure the assessments are helpful for their intended uses.
- Identify assessments for elimination or significant changes.

Example of Assessment Inventory

Below is a sample assessment inventory that was adapted by ISBE with permission from Achieve, Inc. Districts can modify the inventory for their local context and use.

STUDENT ASSESSMENT INVENTORY FOR SCHOOL DISTRICTS	
Name of individual(s) completing the table	
Date	
Optional Category: English Language Arts (e.g., grade level, subject)	
Name of assessment	(Example) PLACE ELA
Entity requiring assessment	District
State - SEA or other agency/district or school	
Grade(s) tested	5-8
Course(s)/subject(s) tested	ELA
Which students are eligible or required to take assessment?	All students in these grades who are also required to take regular state assessment
Type of assessment	Benchmark
Summative, interim/benchmark, formative, diagnostic	
Number of years assessment has been administered in the district	5 years
To which content standards is the assessment aligned? (source of alignment verification)	Common Core State Standards (Independent review by Dr. Anne Jones using State Assessment Performance Assessment/Elas Test)
Intended purpose(s) of the assessment	Measure student knowledge of ELA standards in reading comprehension
Intended use(s) of the assessment	Predict ELA performance on state assessment and inform instructional practice
Users of the assessment	District assessment staff and teachers
Do users of the assessment use it for its intended purpose?	Yes (district) No (educator)

Adapted from the Student Assessment Inventory for School Districts from Achieve, Inc. www.achieve.org/assessmentinventory.

View full inventory [here](#)

Alignment with the Law: Section 50-110 Student Growth Components

The following check for a summary of that law and the requirements joint committees need to address as they incorporate the student growth components into their district's performance evaluation plan.

✓ Student growth must be incorporated into the performance evaluation plan. (50-110)
✓ Student growth must count as at least 25 percent of a teacher's performance evaluation rating in the first and second years and at least 50 percent thereafter. (50-110 (d))
✓ The performance evaluation plan must identify at least two types of assessments for evaluating each category of teacher. (50-110 (h))
✓ One or more "measurement models" must be used to determine student growth that is specific to each assessment chosen. (50-110 (h))
✓ The assessments and measurement models identified must align to the school's and district's school improvement goals. (50-110 (h))
✓ The joint committee must identify a measurement model for each type of assessment that uses multiple data points. (50-110 (h))
✓ The evaluation plan must include the use of at least one "Type I or Type II assessment and at least one "Type III assessment. (50-110 (h))
✓ Assessments used for each data point in a measurement model may be different provided that they address the same instructional content. (50-110 (h))
✓ The joint committee shall identify the specific "Type I or Type II assessment to be used for each category of teacher. (50-110 (h))
✓ If no Type I or Type II assessment is available for a category of teacher, then the evaluation plan shall require that at least two "Type III assessments be used. (50-110 (h))
✓ The evaluation plan must state the "general nature" of any Type III assessment chosen and must describe the process and criteria the qualified evaluator and teacher will use to identify or develop the specific "Type III assessment to be used. (50-110 (h))
✓ A school district required to use two "Type III assessments for any category of teachers may delay the use of the second Type III assessment until the second year of implementation. (50-110 (h))
✓ The evaluation plan must describe what the student growth expectations are for each assessment and corresponding measurement model. (50-110 (h))
✓ The evaluation plan must describe a uniform process by which teachers will collect mid-point data in order to assess progress and adjust instruction if necessary. This data is not evaluative and cannot be the same data that will be used to determine teacher performance rating for student growth. (50-110 (h), (a) and (b))
✓ The evaluation plan must include information on how student characteristics will be used for each measurement model so that they best measure the impact a teacher, school and school district has on student achievement. (50-110 (d))
✓ The ratings system used for student growth does not have to align exactly with the four rating categories described in the school code section 50A-100, but if it does not, an explanation of the way the two are aligned is required. (50-110 (d))

Click [here](#) for a copy of the checklist.

Assessment Types

"Type I assessment" means a reliable assessment that measures a certain group or subset of students in the same manner with the same potential assessment items, is scored by a non-district entity, and is widely administered within or beyond Illinois. Examples include assessments available from the Northwest Evaluation Association (NWEA), Scantron Performance Series, Standardized Test for Assessment of Reading (STAR), Iowa Test of Basic Skills, College Board's SAT, Advanced Placement or International Baccalaureate examination.

"Type II assessment" means any assessment developed or adopted and approved by the school district and used on a district wide basis by all teachers in a given grade or subject area. Examples include district-developed assessments aligned to common core standards and curriculum assessments designed by textbook publishers.

"Type III assessment" means any assessment that is rigorous, aligned to the course's curriculum, and that the qualified evaluator and teacher determine measures student learning in that course. Examples include teacher-created assessments, assessments designed by textbook publishers, student work samples or portfolios, assessments of student performance, and assessments designed by staff who are subject or grade-level experts.

Evaluation Plan Requirements

If the joint committee determines that neither a Type I nor a Type II assessment can be identified, then the evaluation plan shall require that at least two Type III assessments be used.

This means that there are three options the joint committee may consider for each category of teacher: (Option 1) Type I and III; (Option 2) Type II and III; (Option 3) Type III and III.

The joint committee shall identify the specific Type I or Type II assessment to be used for each category of teacher.

The evaluation plan shall require that at least one Type III assessment be used for each category of teacher.

The plan will state the general nature of any Type III assessment chosen (e.g., teacher-created assessments, textbook assessments, portfolios, etc.) and describe the process and criteria the qualified evaluator and teacher will use to identify or

develop the specific Type III assessment to be used.

A school district required to use two Type III assessments for any category of teachers may delay the use of the second Type III assessment until the second year of implementation.

Website Links

[Balanced Assessment on ISBE's website](#) - this site contains resources including presentation modules that can be used for staff training, an Assessment Inventory Tool, sample classroom assessments, and information on measuring student growth.

[Balanced Assessment on Foundational Services website](#) - this site includes training materials that utilize ISBE's Balanced Assessment Framework and Inventory. School districts can also contact their local ROE/ISCs if they would like assistance and/or a trainer to deliver the materials created by Foundational Services for Balanced Assessment.

[Guidance on Implementing the Student Growth Component in Evaluation Systems](#) - this PEAC guidebook was created for Joint Committees to use as a starting point for implementing the student growth component in evaluation systems.

Links to Previous PERA Coach Issues

[October Issue](#) - focus on getting started and the work of the PERA joint committee.

[November Issue](#) - focus on developing a communication plan and evaluating teacher practice.

Additional Subscriptions

Would you like other members in your district/organization to receive future issues of the Virtual PERA Coach?

Questions or Topic Suggestions

Use this [link](#) to submit questions or topic suggestions for future issues

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