



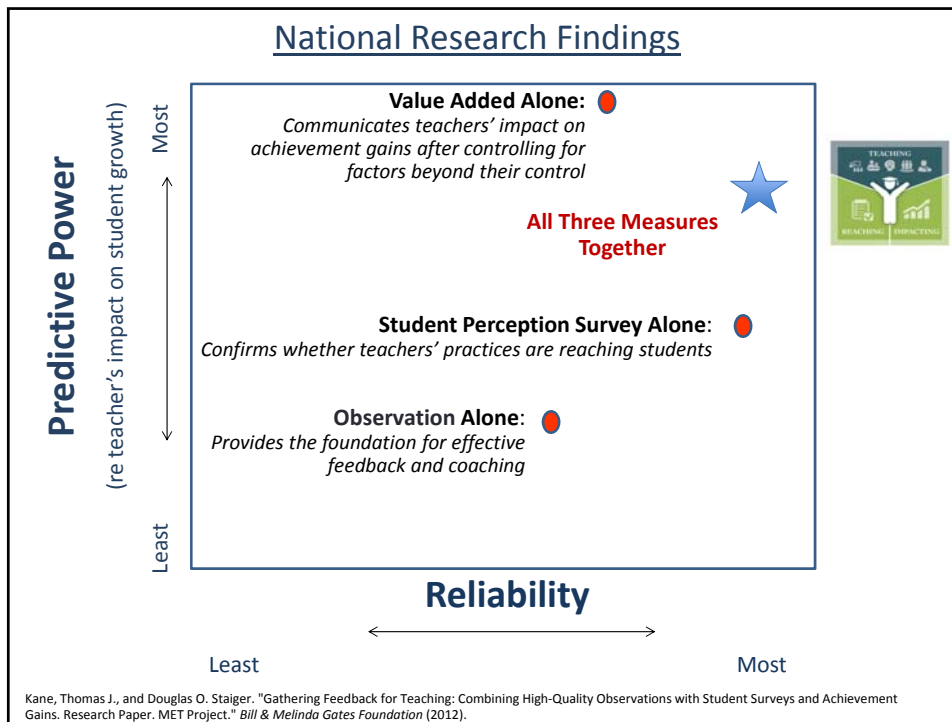
## Multiple Measures in TPS

2014-2015

### Why Multiple Measure Reporting?

- When implemented properly, multi-measures provide a more reliable, actionable and valid teacher performance picture.
- TPS' multi-measure reporting allows a teacher and his/her principal to see how well the teacher is:
  - Teaching students
  - Reaching students
  - Impacting students

Critical information for professional reflection and growth



## TPS' MM System is Different/Better

- TPS does not reduce multiple measures of teacher effectiveness to a single number.
- Tulsa Model scores and principal judgment are still the foundation of teacher performance discussions.
  - Quantitative measures are supplemental, big picture, signals—not statistical hammers or independent drivers for negative personnel actions.
  - Report contains up to three measures—all reported separately with no weights on any particular measure.

## More Reasons Why TPS' MM System is Different/Better

- TPS only uses (allows) metrics that are:
  - Research-based, valid and reliable
  - Proven to be linked to student achievement
  - Comparable from teacher to teacher
  - Valuable to teachers outside of evaluation
  - Require no new tests
  - Do not place unreasonable time demands/burdens on teachers or administrators
- No SLOs, SOOs, vast OAM menus or over-reliance on lagging data.

## How Will Teachers Use the Reports and the Underlying Data?

- Personalize professional learning decisions
  - Determine personal areas of strength to sustain and priorities for continuous growth.
  - Use data to develop customized professional learning plans.
- Maximize student learning and engagement
  - Identify possible gaps in practice or instruction that are empirically linked to student achievement growth.
  - Confirm practices that are getting results.

# TPS' Multi-Measure Report

Tulsa Model data

plus



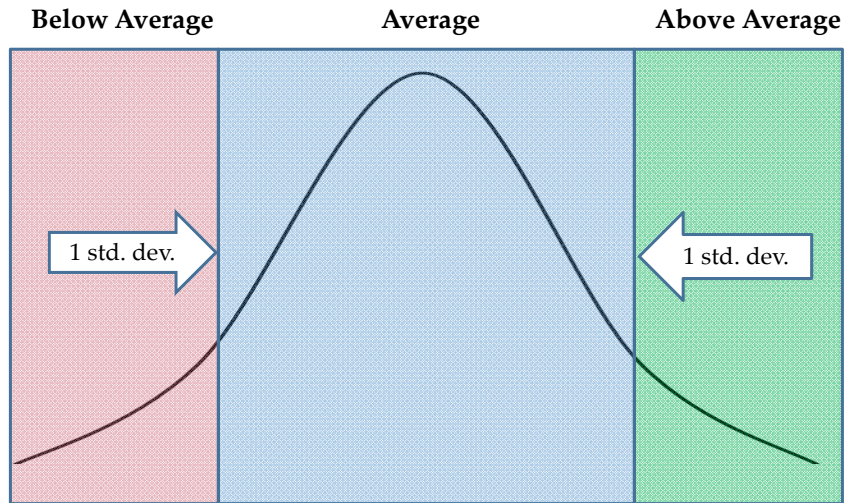
As available...

- Value Added
- Current Year Student Surveys

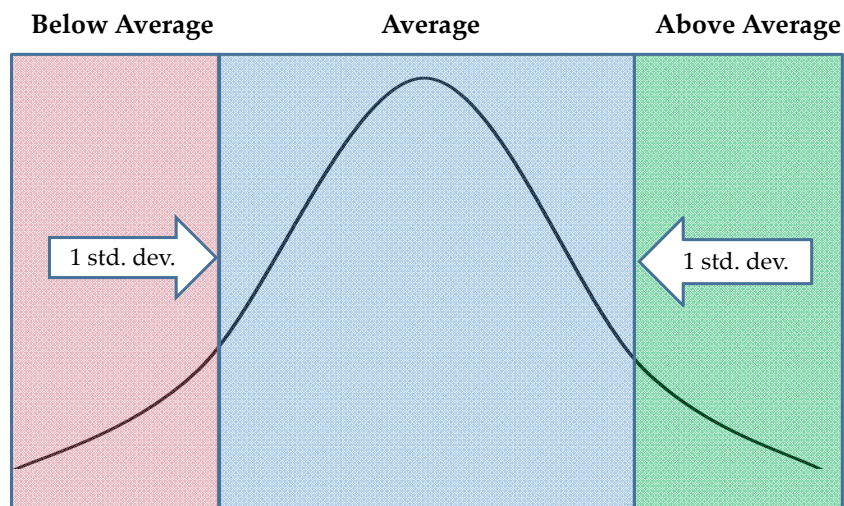
## What A Teacher's TPS Multi-Measure Evaluation Report Will Contain

- **Tulsa Model data:** a numerical score
- And...as available:
  - **Value Added:** no numerical scores, but **broad categorical descriptions** of relative performance (*whether performance is within above average, average or below average range*).
    - If teacher has no value added data, report says "no data."
  - **Student Survey Information:** no numerical scores, but **broad categorical descriptions** of relative performance (*whether performance is within above average, average or below average range*).
    - If teacher has no survey data, report says "no data."

## Student Survey Categories for MM Report



## Value Added Categories for MM Report



# Important Resources

**Go to:**

Tulsa's TLE page at  
[www.tulsaschools.org](http://www.tulsaschools.org)

For the Following Information:

- Multiple Measures Presentation
- Multiple Measures Report - Draft Prototype
- STUDENT SURVEYS and why they are a GOOD idea
- Frequently Asked Questions About Student Surveys

# Need More Information?



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