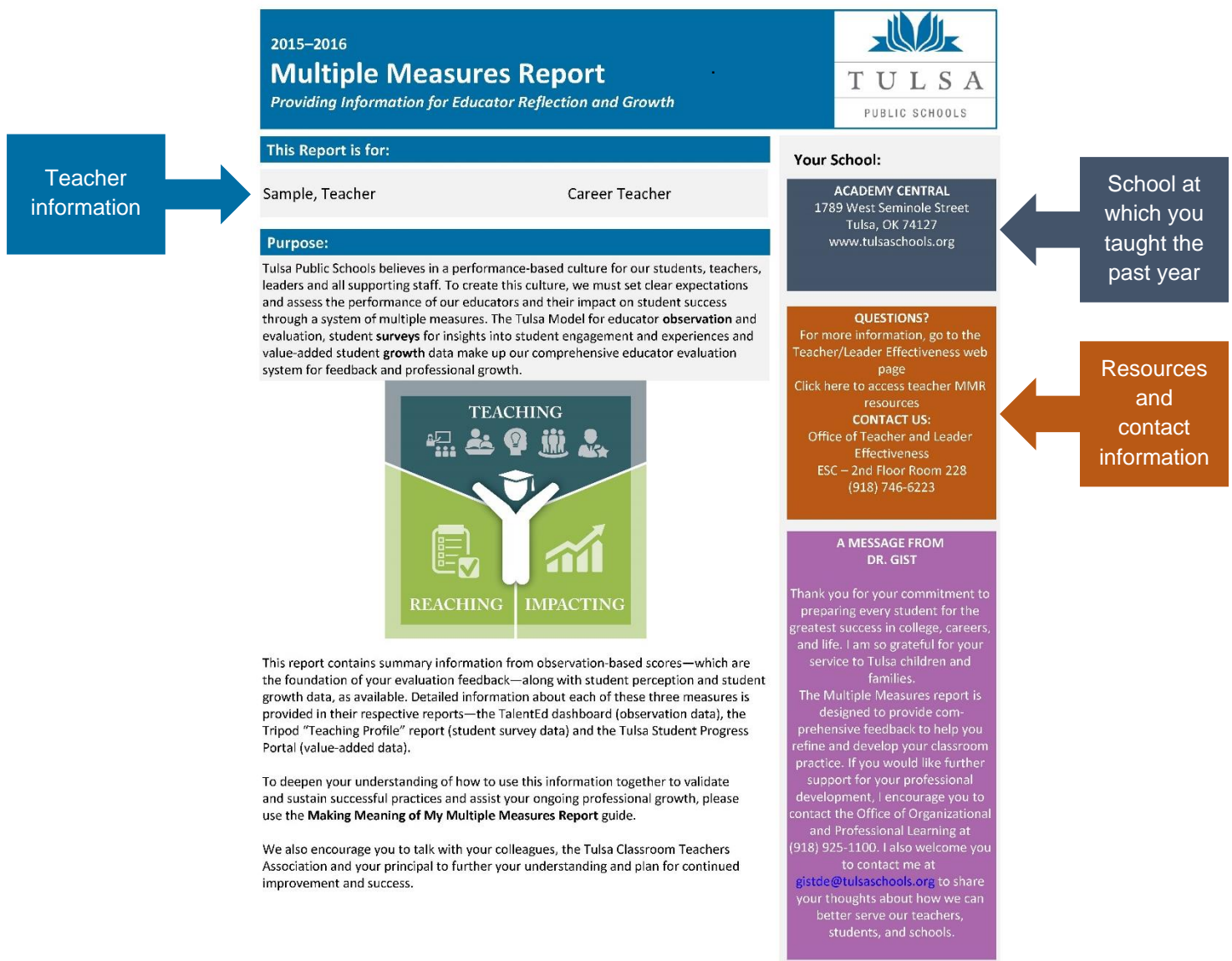


A Making Meaning Guide for Understanding Your Multiple Measures Report Results

Tulsa Public Schools' Multiple Measures Report provides you with up to three types of feedback for reflection and professional growth in one place—Tulsa Model data, and, when available, student survey and value-added data. This guide will help you understand the information in your report. We suggest that you use this guide in conjunction with the *Using Your Multiple Measures Report* document.

The Multiple Measures Report—Page 1 of 3

This page explains the overall intent of the report. It also contains basic information about your teaching status and your school.



2015–2016
Multiple Measures Report
Providing Information for Educator Reflection and Growth

TULSA
PUBLIC SCHOOLS

This Report is for:
Sample, Teacher Career Teacher

Purpose:
Tulsa Public Schools believes in a performance-based culture for our students, teachers, leaders and all supporting staff. To create this culture, we must set clear expectations and assess the performance of our educators and their impact on student success through a system of multiple measures. The Tulsa Model for educator **observation** and evaluation, student **surveys** for insights into student engagement and experiences and value-added student **growth** data make up our comprehensive educator evaluation system for feedback and professional growth.

TEACHING
REACHING IMPACTING

Your School:
ACADEMY CENTRAL
1789 West Seminole Street
Tulsa, OK 74127
www.tulsaschools.org

School at which you taught the past year

QUESTIONS?
For more information, go to the Teacher/Leader Effectiveness web page
Click here to access teacher MMR resources
CONTACT US:
Office of Teacher and Leader Effectiveness
ESC – 2nd Floor Room 228
(918) 746-6223

Resources and contact information

A MESSAGE FROM DR. GIST
Thank you for your commitment to preparing every student for the greatest success in college, careers, and life. I am so grateful for your service to Tulsa children and families.
The Multiple Measures report is designed to provide comprehensive feedback to help you refine and develop your classroom practice. If you would like further support for your professional development, I encourage you to contact the Office of Organizational and Professional Learning at (918) 925-1100. I also welcome you to contact me at gistde@tulsaschools.org to share your thoughts about how we can better serve our teachers, students, and schools.

This report contains summary information from observation-based scores—which are the foundation of your evaluation feedback—along with student perception and student growth data, as available. Detailed information about each of these three measures is provided in their respective reports—the TalentEd dashboard (observation data), the Tripod “Teaching Profile” report (student survey data) and the Tulsa Student Progress Portal (value-added data).


To deepen your understanding of how to use this information together to validate and sustain successful practices and assist your ongoing professional growth, please use the **Making Meaning of My Multiple Measures Report** guide.

We also encourage you to talk with your colleagues, the Tulsa Classroom Teachers Association and your principal to further your understanding and plan for continued improvement and success.

Data as of 6/1/15

The Multiple Measures Report—Page 2 of 3

This page communicates your Tulsa Model performance.

2015–2016 Multiple Measures Report <i>Sample, Teacher</i>											
Your Classroom Observation		Qualitative Measure									
<p>The foundation of your evaluation is derived from the observation of your teaching. The observation model includes five domains listed below on the left. The columns on the far right display your Tulsa Model results by indicator, as well as your composite Tulsa Model score. This report, along with the Making Meaning of my Multiple Measures Report, can be used for insights and reflection. For more information about the observation portion of the evaluation, visit Talent Ed at tulsa.tedk12.com/perform and the statewide portal for Tulsa Model resources, at evaluation.tulsaschools.org.</p>		Evaluation 1					Evaluation 2				
		1	2	3	4	5	1	2	3	4	5
Classroom Management	1. Preparation			•					•		
	2. Discipline			•						↑	
	3. Building-wide climate responsibility			•					•		
	4. Lesson plans		•						↑		
	5. Assessment practices			•							
	6. Student relations			•					•		
Instructional Effectiveness	7. Literacy			•						↑	
	8. Current state standards				•					•	
	9. Involves all learners			•					•		
	10. Explains content			•					•		
	11. Clear instructions and directions			•					•		
	12. Models		•						↑		
	13. Monitors		•						↑		
	14. Adjusts based on monitoring			•					•		
	15. Establishes closure			•					•		
	16. Student achievement			•					•		
Prof. Growth	17. Professional development			•					•		
	18. Professional accountability			•						↑	
I.S.	19. Effective interpersonal skills			•					•		
P.I.	20. Professional involvement and leadership			•						↑	
Ratings Tally		0	3	16	1	0	0	0	15	5	0
Evaluation Score		2.90					3.25				
		Tulsa Model Score 3.08									

Data as of 6/1/15

This is your Tulsa Model Composite Weighted Average for the year based upon all completed evaluations this school year

Notes: Additional evaluations, if completed, will be displayed on subsequent pages. They will be labeled Evaluation 3, Evaluation 4, etc., as appropriate, and your composite weighted average will be noted. Additional resources regarding the Tulsa Model can be found at <http://evaluation.tulsaschools.org>.

The Multiple Measures Report—Page 3 of 3

This page communicates your student survey and value-added results, as available. If you do not have survey or value-added results, the report will read “Data Not Available” in the respective overall rating box(es).

Performance Band Definitions for Page 3:

Above Average is more than one standard deviation above the District’s mean performance.

Average is within one standard deviation of the District’s mean performance.

Below Average is more than one standard deviation below the District’s mean performance.

2015–2016 Multiple Measures Report
Sample, Teacher

Your Student Survey: Engagement and Experience
Quantitative Measure

An integral part of teaching is reaching students. The student survey gives students a voice in their overall experience in your classroom and allows you to assess whether they are experiencing learning and your classroom environment in the way you intend. Your results are normed to other teachers in the district. This report, along with the Making Meaning of My Multiple Measures Report, can be used for insights and reflection. For more information about the survey portion of evaluations, visit www.teachingchannel.org/groups/53774.

Overall Rating*

Above
Average

*When compared with other TPS teachers

Construct-Level Survey Results			
	Below Average	Average	Above Average
Care			•
Captivating			•
Conferring			•
Controlling			•
Clarifying		•	
Challenging		•	
Consolidating		•	

Your Value-Added: Student Growth
Quantitative Measure

In Tulsa, we measure student growth using the value-added methodology as part of your summative evaluation. The value-added student growth results, if available, are reported below for each subject you teach. For each subject, we report whether your results were below average, average or above average. This differs from your value-added diagnostic reports (the colored bubble reports) as we combine categories here to increase confidence. This report, along with the Making Meaning of My Multiple Measures Report, can be used for insights and reflection. For more information about the value-added portion of evaluations, visit valueadded.tulsaschools.org.

Overall Rating*

Average

*When compared with other TPS teachers

Subject-Level Value-Added Results			
	Below Average	Average	Above Average
1st Grade Reading		•	
2nd Grade Reading			•
3rd Grade Reading	•		
4th Grade Reading		•	
5th Grade Reading		•	

Performance Band

Note that survey results reflect the better of your two survey administrations: fall or spring.

This section shows your performance on each of the 7 Cs. This is useful for understanding strengths, growth areas, and goal setting.

Performance Band

This section shows your performance on each grade and subject for which you have a value-added estimate. It incorporates up to three years of value-added data. This is useful for understanding strengths and growth areas.