

	Orange	Broward	Palm Beach	Miami-Dade	Pinellas	Duval
1. Evaluation System Used	Marzano	Marzano	Marzano	Instructional Performance Evaluation & Growth System (IPEGS)	Marzano	Danielson
2. Are all Design Questions eligible for reviewed and scored?	Yes	Yes. However we are focusing on DQ 2, 3 and 4	Yes	NA	Yes	NA
3. Weighted Scoring:						
Domain 1	60%	68%	Does not use weighted scoring	Domains 2-4, 8 = 8% Domains 5-7 = 6% Total: 50%	Classroom-68% Nonclassroom- 36%	Domain 1 is Planning & Preparation - 20%
Domain 2	20%	32%			Classroom-14% Nonclassroom-27%	Domain 2 is Classroom Environment - 20%
Domain 3	10%				Classroom-8% Nonclassroom-17%	Domain 3 is Instruction - 40%
Domain 4	10%				Classroom-10% Nonclassroom-20%	Domain 4 is Professional Responsibilities
4. Does your District use Conjunctive Scoring?	Yes		Similar		Yes	
What is Innovating?	60-65% at Innovating	We have a required amount of ratings needed. The ratings are averaged within iObservation and weighted by Domains to provide the IP score	51%-60% of Ratings at Level 4 for HE	Scoring is based upon a rubric with four ratings (HE, E, Dev/NI, U). Depending upon the Domain, the points associated with rating carries. This system applies to all teachers, regardless of years of experience.	At least 65% at Innovating	Uses a 200 point system with 3 components
What is Applying?	60-65% at Applying		51%1-60% of Ratings at Level 3 for E		At least 65% at Applying or higher	
What is Developing?	Less than 60-65% at Applying		51%-60% of Ratings at Level 2 for Dev/NI		At least 65% at Applying or higher and less than 50% at Beginning or Not Using	
What is Beginning?	≥ 50% of scores at Beg or Not using		51%-60% of Ratings at Level 1 for Beginning		Greater than or equal to 50% at Beginning or Not Using	
5. Final Scoring Ranges	3.5-4.0: Highly Effective 2.5-3.49: Effective 1.5-2.49: NI/Dev 1.0-1.49: Unsatisfactory	3.450-4.000: Highly Effective 2.500-3.449: Effective 2.000-2.499: NI/Dev 1.000-1.999: Unsatisfactory	Question not answered	89-100 Points: Highly Effective 74-88 Points: Effective 37-73 Points: Dev/NI 0-36 points: UnSatisfactory	3.5-4.0: Highly Effective 2.5-3.49: Effective 1.5-2.49: NI/Dev 1.0-1.49: Unsatisfactory	160-500 points: Highly Effective 80-159 points: Effective 45-79 points: NI/Dev 0-44 points: Unsatisfactory
Final Scoring Formula	Status Score + Deliberate Practice = Instructional Practice Instructional Practice (at either 60% or 50%) + Student Growth (at either 50% or 40%) = Final	IP is 49%, DP is 1% an Student Growth is 50% Bargaining team is still discussing lowering Student Growth for 2015-16	See Below Instructional Practice (57%) + Deliberate Practice (10%) + Student Learning Growth (33%) = Final	Domain 1 (VAM) = 35%; Observations-Domains 2-8 = 50%; Deliberate Practice is 15% VAM (35%) + Observations (50%) + Deliberate Practice (15%) = Final	Instructional Practice 56.7% + Student Performance Data 33.3% + Deliberate Practice Score 10% =Final Score Administrators = Leadership Practice Score 56.7% + Student Performance Data 33.3% + Deliberate Practice 10% = Final Score	Administrator's score (up to 90 points)+Student Growth (up to 100 points) + IPDP (up to 10 points) Administrators = 45%, Student Growth = 50% and IPDP = 5% of the final score
6. Cut scores for Student Growth	sets the student growth cut score so each teacher receives a 3.49.		Highly Effective = 87% to 100%; Effective = 15% to 87%; Developing/NI = 2% to <15%; Unsatisfactory = 0% to <2%	If VAM Ratio < 3, assign 8.75 points; If -3≤ VAM Ratio < -1, assign 17.5 points; If -1 ≤ VAM Ratio ≤ 2, assign 26.25 points; If VAM Ratio >2, assign 35 points	If a state-standardized assessment is available for a course, only that assessment will be used in the Student Performance portion of the evaluation. In cases where the local assessment is not ready or available, the district will derive the Student Performance score using state assessments or other standardized tests administered to the students assigned to the teacher.	Per agreement with Duval Teachers United, teachers whose student growth scores fall below 25 points are not eligible to receive an effective or highly effective rating.
7. Use Deliberate Practice as Multi-metric	yes	yes	yes	yes	yes	IPDP used for the multi-metric instead of DP
How is Deliberate Practice Scored?	.4 added to Status Score for Innovating	DP is worth 1% of the overall evaluation, is not added to the score after the fact	HE: Grow 2 levels or score Innovating	15 points for HE	Deliberate Practice counts 10% of final score	The IPDP is 10% of the final summative score
	.3 added to Status Score for Applying		Effective: Grow 1 level	15 points for Effective	4 = Highly Effective	
	0 added to Status Score for Developing		Dev/NI: No Growth	0 points for Dev/NI	3 = Applying	
	-.1 added to Status Score for Beginning		Unsat: Element not rated during any observation	0 points for Unsatisfactory	2 = Developing	
	-.2 added to Status Score for Not Using				1 = Beginning	
8. Percentage of all Instructional Personnel	4.47% Highly Effective 95.15% Effective .038% Dev/NI 0% Unsatisfactory 16.13% not scored	15.37% Highly Effective 83.78% Effective .77% Dev/NI .07% Unsatisfactory 13.91% not scored	42.69% Highly Effective 56.55% Effective .75% Dev/NI .01% Unsatisfactory 16.90% not scored	34.85% Highly Effective 63.96% Effective 1.17% Dev/NI .10% Unsatisfactory 25.47% not scored	28.4 % Highly Effective 70.4% Effective .7 % Needs Improvement .5% Developing 0% Unsatisfactory	13.3% Highly Effective 84.35% Effective 2.36% Dev/NI 0% Unsatisfactory 13.67% not scored

	Seminole	Osceola	Lake	Brevard
1. Evaluation System Used	Marzano	Marzano	Marzano	Hybrid (Marzano/Danielson)
2. Are all Design Questions eligible for reviewed and scored?	Yes	Yes	Yes	Yes
3. Weighted Scoring:				Domains 1 - 5 are equally 6% each, for a combined total of 30% of the Professional Practices
Domain 1	70%	60%	68%	
Domain 2	30% (D2, D3, D4 combined)	20%	14%	
Domain 3		20%	8%	
Domain 4	is calculated with Student Growth at 20%		10%	
4. Does your District use Conjunctive Scoring?				No
What is Innovating?	65-75% at Innovating	uses a weighted average	75%/65% at Innovating for a 4.0; 50% for 3.5	
What is Applying?	65-70% at Applying		75%/65% at Applying for a 3.0	
What is Developing?	less than 65-70% at Applying and less than 30% at Beg or Not using		less than 75%/65% at Applying for a 2.0	
What is Beginning?	at least 30% at Beg or Not using		≥ 50% of scores at Beg or Not using for 1.0	
5. Final Scoring Ranges	3.5-4.0: Highly Effective	3.5-4.0: Highly Effective	3.5-4.0: Highly Effective	88-100 Highly Effective
	2.5-3.49: Effective	2.0-3.49: Effective	2.5-3.49: Effective	69-87 Effective
	1.5-2.49: NI/Dev	1.5-1.99: NI/Dev	1.5-2.49: NI/Dev	46-68 Needs Improvement
	1.0-1.49: Unsatisfactory	0-1.49: Unsatisfactory	1.0-1.49: Unsatisfactory	0-45 Unsatisfactory
Final Scoring Formula	Status Score + Deliberate Practice = Instructional Practice	Status Score (90%) + Deliberate Practice (10%) = Instructional Practice	Status Score + Deliberate Practice = Instructional Practice	50% Professional Practices, 50% Student Academic Performance
	Instructional Practice (at either 65% or 60%) + Student Growth (at either 50% or 40%) = Final	Instructional Practice (at 45%) + Student Growth (at 35%) + Professional & Ethical Behaviors (at 20%) = Final	Instructional Practice (at either 65% or 60%) + Student Growth (at either 50% or 40%) = Final	
6. Cut scores for Student Growth	sets the student growth cut score so each teacher receives a 3.49.	VAM for state tests, pre and post for District tests	uses Standard Deviations from the Mean (4.0) HE: +1.200 (3.5) E-Tier 1: +0.001 to 1.199 (3.0) E-Tier 2: -0.999 to 0.000 (2.0) NI/DEV: -1.999 to -1.000 (1.0) Unsat: -2.000	50% Student Academic Performance (45% - Individual accountability for student academic performance / value added growth measures, 5% Collaborative team student achievement results related to closing the achievement gap of the lowest 25% in Reading and /or Math)
7. Use Deliberate Practice as Multi-metric	yes	as one of two additional measures	yes	yes
How is Deliberate Practice Scored?	Deliberate Practice counts 10% of the IP	Deliberate Practice counts 10% of the IP	DP is 20% of Instructional Practice Score	DP is 16% of the Professional Practices (6% Development, 10% Implementation)
	4 = Innovating	(Current Year – Baseline Year) / Baseline Year = Percentage of Change	Innovating = 4	Development: (Distinguished - 6, Proficient - 5, Professional Support Needed - 3, Implementation: (Distinguished - 4, Proficient - 3, Professional Support Needed - 2, Unsatisfactory - 1)
	3 = Applying	4 = 75% or higher	Applying = 3	
	2 = Developing	3 = 50% to 74%	NI/Dev = 2	
	1 = Beginning		Unsat = 1	
8. Percentage of all Instructional Personnel	60.70% Highly Effective	42.72% Highly Effective	15.8% Highly Effective	51.9% Highly Effective
	27.29% Effective	43.52% Effective	83.2% Effective	37.3% Effective
	0.2% Dev/NI	2.56% Dev/NI	.5% Developing	.78% NI/Dev
	0% Unsatisfactory	1.99% Unsatisfactory	.4% Needs Improvement	0% Unsatisfactory
	12.44% not scored	9.2% not scored	0% Unsatisfactory	10.1% not scored

Brevard
Value-Added Measures

Elementary VAM Cut Scores	
District Points	VAM Score Range
45	0.89 and Above
44	0.78 to 0.88
43	0.67 to 0.77
42	0.56 to 0.66
41	0.45 to 0.55
40	0.34 to 0.44
39	0.23 to 0.33
38	0.12 to 0.22
37	0.01 to 0.11
36	-0.11 to 0.00
35	-0.22 to -0.12
34	-0.33 to -0.23
33	-0.44 to -0.34
32	-0.55 to -0.45
31	-0.66 to -0.56
30	-0.77 to -0.67
29	-0.88 to -0.78
28	-0.99 to -0.89
27	-1.1 to -1.1
26	-1.31 to -1.21
25	-1.42 to -1.32

Middle / High/ Alt VAM Cut Scores	
District Points	VAM Score Range
45	0.63 and Above
44	0.56 to 0.62
43	0.49 to 0.55
42	0.42 to 0.48
41	0.35 to 0.40
40	0.28 to 0.34
39	0.21 to 0.27
38	0.14 to 0.20
37	0.07 to 0.13
36	-0.21 to 0.00
35	-0.31 to -0.22
34	-0.40 to -0.31
33	-0.51 to -0.42
32	-0.61 to -0.52
31	-0.71 to -0.62
30	-0.81 to -0.72
29	-0.91 to -0.82
28	-1.01 to -0.92
27	-1.11 to -1.02
26	-1.21 to -1.12
25	-1.31 to -1.22
24	-1.41 to -1.32
23	-1.51 to -1.42
22	-1.61 to -1.52
21	-1.71 to -1.62
20	-1.81 to -1.72
19	-1.91 to -1.82
18	-2.01 to -1.92
17	-2.12 to -2.01
16	-2.22 to -2.11
15	-2.32 to -2.21