



# 2011-12 Final Effectiveness Ratings

## Reflecting on the Ratings

The 2011-12 Final Effectiveness Ratings for teachers and building administrators represent countless hours of hard work and a shared commitment to ensuring that we have great teachers in every classroom and great leaders in every school. The 2011-12 Final Effectiveness Ratings also represent an important opportunity for critical reflection at both the state and local level. As we strive to make educator evaluation more transparent, accurate, and consistent, we encourage all school and district leaders to consider the questions below as they review their 2011-12 Final Effectiveness Ratings.

**NOTE:** The terminology used below is consistent with the 2011-12 school year. Some of the terms have changed with Edition II of the Rhode Island Model.

### Final Effectiveness Ratings

- What does the distribution of ratings look like across the four categories?
- Is this what you would expect to see? How does this compare to the distribution of evaluation ratings in past years?
- Are final ratings significantly higher or lower at specific schools or grade levels?

### Component Scores

- If ratings seem inflated, is there a component on which scores seem particularly high?
- If ratings seem deflated, is there a component on which scores seem particularly low?

### Professional Practice & Professional Responsibilities

- Do you observe any trends in certain competencies? Are teachers uniformly excelling or struggling in particular areas?
- Are scores significantly higher on either the Professional Practice or Professional Responsibilities rubric?
- Are scores higher or lower at any grade span (elementary, middle, high) or in any schools?

### Student Learning Objectives

- Are scores higher or lower among teachers who set team SLOs?
  - Are scores higher or lower among teachers who revised their SLOs mid-year?
  - Are scores higher or lower among teachers of subjects for which common assessments are available?
  - Are scores higher or lower at any grade span (elementary, middle, high) or in any schools?
- ❖ If you answered yes to any of these questions, how might you address this for SY2012-13 (full implementation)?