Handout 3: Mock Data

## Mock Data: Placement and Coaching

| **Teacher**  **Name** | **Certification Area 1** | **Certification Area 2** | **Age Band** | **Summative Rating 2014** | **Additional Staffing Information** | **Subject Taught 2012** | **Grade  Taught 2012** | **Reading  Taught 2012** | **Math  Taught 2012** | **Subject  Taught 2013** | **Grade  Taught 2013** | **Reading  Taught 2013** | **Math  Taught 2013** | **Subject  Taught 2014** | **Grade  Taught 2014** | **Reading  Taught 2014** | **Math  Taught 2014** | **Teacher Choice 2015 - 1st** | **Teacher Choice 2015 -2nd** | **Teacher Choice 2015 -3rd** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Teacher A | Generalist | Reading | PK-8 | needs improvement |  | reading | 3 | 50  Cohort 1 = yellow |  | reading | 3 | 50  Cohort 7 = purple |  | reading | 3 | 54  Cohort 8 = teal |  | 3rd grade reading | 4th grade reading | 5th grade reading |
| Teacher B | Reading |  | 4-8 | proficient | Has been teaching for 10 years at this school | reading | 4 | 60  Cohort 2 = Orange |  | reading | 4 | 65  Cohort 1 = yellow |  | reading | 6 | 60  Cohort 2 = Orange |  | 6th grade reading | 5th grade reading | 4th grade reading |
| Teacher C | Reading |  | 4-8 | proficient | Followed a cohort of students | reading | 5 | 66  Cohort 3 = Red |  | reading | 5 | 75  Cohort 3 = Red |  | reading | 5 | 75  Cohort 3 = Red |  | 4th grade reading | 5th grade reading | 8th grade reading |
| Teacher D | Generalist | Reading | PK-8 | needs improvement | First-year teacher in 2012 | reading | 6 | 60  Cohort 4 = Green |  | reading | 5 | 55  Cohort 2 = Orange |  | reading | 5 | 52  Cohort 1 = yellow |  | will be  joining the kindergarten team | will be  joining the kindergarten team | will be  joining the kindergarten team |
| Teacher E | Reading |  | 4-8 | exemplary |  | reading | 7 | 72  Cohort 5 = Blue |  | reading | 7 | 82  Cohort 5 = Blue |  | reading | 8 | 76  Cohort 4 = Green |  | 8th grade reading | 7th grade reading | 6th grade reading |
| Teacher F | Math |  | 4-8 | proficient | First-year teacher in 2012 | math | 4 |  | 64  Cohort 2 = Orange | math | 4 |  | 74  Cohort 1 = yellow | math | 4 |  | 75  Cohort 7 = purple | 5th grade math | 4th grade math | 6th grade math |
| Teacher G | Generalist | Math | PK-8 | proficient |  | math | 3 |  | 80  Cohort 1 = yellow | math | 3 |  | 72  Cohort 7 = purple | math | 3 |  | 75  Cohort 8 = teal | 3rd grade math | 4th grade math | 6th grade math |
| Teacher H | Generalist | Math | PK-8 | proficient | Spent previous years with Grade 1‑2; 2012 is first year in Grade 5 | math | 5 |  | 53  Cohort 3 = Red | math | 5 |  | 70  Cohort 2 = Orange | math | 5 |  | 76  Cohort 1 = yellow | 5th grade math | 6th grade math | 7th grade math |
| Teacher I | Math |  | 4-8 | proficient |  | math | 6 |  | 59  Cohort 4 = Green | math | 6 |  | 60  Cohort 3 = Red | math | 6 |  | 70  Cohort 2 = Orange | 7th grade math | 6th grade math | 5th grade math |
| Teacher J | Reading |  | 4-8 | proficient |  | reading | 8 | 65  Cohort 6 = Brown |  | reading | 7 | 55  Cohort 4 = Green |  | reading | 4 | 65  Cohort 7 = purple |  | 4th grade reading | 5th grade reading | 7th grade reading |
| Teacher K | Math |  | 4-8 | needs improvement |  | math | 7 |  | 67  Cohort 5 = Blue | math | 7 |  | 59  Cohort 4 = Green | math | 7 |  | 60  Cohort 3 = Red | 7th grade math | 8th grade math | 6th grade math |
| Teacher L | Math | Reading | 4-8 | exemplary | Has been teaching Grade 8 math for 13 years | math | 8 |  | 75  Cohort 6 = Brown | math | 8 |  | 80  Cohort 5 = Blue | math | 8 |  | 68  Cohort 4 = Green | 8th grade math | 7th grade math | 6th grade math |

Reading and math scores are reported as the percentage of students scoring at or above proficiency.

The colors follow a cohort of students from 2012–2014.

For example, green indicates the 2012 scores of 6th graders, 2013 scores of 7th graders and 2014 scores of 8th graders.

(Cohort 1 = yellow; Cohort 2 = orange; Cohort 3 = red; Cohort 4 = green; Cohort 5 = blue; Cohort 6 = brown; Cohort 7 = purple; Cohort 8 = teal)

## Mock Data: Teacher Evaluation Data

|  |  |  |  |  |  |  |  | **Planning Component** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Instruction Component** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Management Component** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Professionalism Component** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** | **Indicator Rating** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Teacher Name** | **Certification Area 1** | **Certification Area 2** | **Age Band** | **Subject Taught 2014** | **Grade Taught 2014** | **Summative Rating 2014** | **Numeric Rating 2014** | **Component Rating** | **P** | **IO** | **A** | **SK** | **Ob** | **Instruction Rating** | **Com** | **E** | **Q** | **HOT** | **CU** | **Management Rating** | **CC** | **I** | **B** | **P** | **Org** | **Professional-ism Rating** | **R** | **FE** | **CE** | **Coll** | **PR** |
| Teacher A | Generalist | Reading | PK–8 | reading | 3 | Needs Improvement | 2.5 | Proficient | 3 | 3 | 3 | 3 | 3 | Needs Improvement | 2 | 3 | 2 | 2 | 3 | Needs Improvement | 2 | 2 | 3 | 2 | 3 | Proficient | 3 | 3 | 3 | 3 | 3 |
| Teacher B | Reading |  | 4–8 | reading | 6 | Proficient | 3.5 | Proficient | 3 | 3 | 3 | 3 | 3 | Proficient | 3 | 3 | 3 | 3 | 3 | Exemplary | 3 | 4 | 4 | 3 | 4 | Exemplary | 4 | 3 | 3 | 4 | 4 |
| Teacher C | Reading |  | 4–8 | reading | 7 | Proficient | 3.25 | Proficient | 3 | 3 | 3 | 3 | 3 | Proficient | 2 | 3 | 3 | 3 | 3 | Exemplary | 3 | 4 | 4 | 3 | 4 | Proficient | 3 | 2 | 3 | 3 | 4 |
| Teacher D | Generalist | Reading | PK–8 | reading | 5 | Needs Improvement | 2.25 | Needs Improvement | 2 | 2 | 3 | 2 | 3 | Needs Improvement | 2 | 3 | 2 | 1 | 3 | Needs Improvement | 2 | 2 | 2 | 3 | 3 | Proficient | 3 | 3 | 3 | 3 | 3 |
| Teacher E | Reading |  | 4–8 | reading | 8 | Exemplary | 3.75 | Exemplary | 4 | 3 | 3 | 4 | 4 | Exemplary | 4 | 3 | 4 | 3 | 4 | Proficient | 3 | 2 | 3 | 3 | 3 | Exemplary | 4 | 3 | 3 | 4 | 4 |
| Teacher F | Math |  | 4–8 | math | 4 | Proficient | 3 | Proficient | 3 | 3 | 3 | 2 | 3 | Proficient | 3 | 3 | 3 | 2 | 3 | Proficient | 2 | 3 | 3 | 3 | 3 | Proficient | 3 | 3 | 3 | 3 | 4 |
| Teacher G | Generalist | Math | PK–8 | math | 3 | Proficient | 3 | Exemplary | 4 | 4 | 4 | 3 | 3 | Needs Improvement | 3 | 3 | 2 | 2 | 3 | Proficient | 3 | 3 | 3 | 4 | 3 | Proficient | 3 | 2 | 3 | 3 | 3 |
| Teacher H | Generalist | Math | PK–8 | math | 5 | Proficient | 3.25 | Proficient | 3 | 3 | 3 | 3 | 3 | Proficient | 3 | 3 | 3 | 3 | 3 | Proficient | 3 | 3 | 3 | 3 | 3 | Exemplary | 4 | 3 | 4 | 4 | 4 |
| Teacher I | Math |  | 4–8 | math | 6 | Proficient | 2.75 | Proficient | 3 | 3 | 2 | 3 | 3 | Needs Improvement | 3 | 3 | 3 | 3 | 3 | Proficient | 3 | 3 | 4 | 4 | 3 | Proficient | 3 | 3 | 3 | 3 | 4 |
| Teacher J | Reading |  | 4–8 | reading | 4 | Proficient | 3.25 | Proficient | 3 | 4 | 3 | 3 | 3 | Exemplary | 4 | 4 | 3 | 4 | 3 | Proficient | 3 | 3 | 3 | 3 | 3 | Proficient | 4 | 3 | 3 | 3 | 3 |
| Teacher K | Math |  | 4–8 | math | 7 | Needs Improvement | 2.5 | Proficient | 3 | 3 | 3 | 3 | 4 | Needs Improvement | 3 | 3 | 2 | 2 | 3 | Needs Improvement | 3 | 3 | 2 | 2 | 2 | Proficient | 3 | 3 | 3 | 2 | 3 |
| Teacher L | Math | Reading | 4–8 | math | 8 | Exemplary | 3.75 | Exemplary | 4 | 3 | 4 | 3 | 4 | Proficient | 3 | 3 | 3 | 3 | 3 | Exemplary | 3 | 4 | 4 | 4 | 3 | Exemplary | 4 | 3 | 4 | 3 | 4 |

Summative rating categories: Unsatisfactory, Needs Improvement, Proficient, Exemplary.

Teachers receive a summative rating that comes from an average rating on four components: planning, instruction, management and professionalism.

Each component has equal weight and is rated Unsatisfactory (1), Needs Improvement (2), Proficient (3), Exemplary (4).

The component rating comes from simple rounding of indicators.

Each indicator is rated Unsatisfactory (1), Needs Improvement (2), Proficient (3), Exemplary (4).

Instruction and mangagement ratings are averaged from three observations (one unannounced and two announced).

Preparation and professionalism ratings come from evaluator rating of artifacts, including those identified by the teacher.

The following cut scores are utilized when coming to a summative rating. They were agreed to by the district and the teacher's union.

| **Component** | **Indicators** | **Abbreviation** |
| --- | --- | --- |
| Planning | Pedagogy | P |
| Planning | Instructional Org | IO |
| Planning | Assessment | A |
| Planning | Student Knowledge | SK |
| Planning | Objectives | Ob |
| Instruction | Communication | Com |
| Instruction | Engagement | E |
| Instruction | Questioning | Q |
| Instruction | Higher-Order Thinking | HOT |
| Instruction | Content Understanding | CU |
| Management | Classroom Culture | CC |
| Management | Inclusion | I |
| Management | Behavior | B |
| Management | Procedures | P |
| Management | Organization | Org |
| Professionalism | Reflection | R |
| Professionalism | Family Engagement | FE |
| Professionalism | Community Engagement | CE |
| Professionalism | Collaboration | Coll |
| Professionalism | Professional Resp. | PR |