

F.E.N. SURVEY

VAM Calculations: Person(s) in Charge, Recipients, Related Issues

School District	Who is responsible for calculating the student achievement (VAM) portion of the evaluation for teachers and administrators?	Do the individuals identified in #2 work strictly with VAM and the related calculations?	What criteria/guidelines does your district use to determine who is given a district VAM?	What obstacles/challenges are you facing in calculating the student achievement portion of the teacher evaluation?
Bradford	Assistant Director of Instruction for School Programs	No	Teachers of courses where testing occurs, and schoolwide teachers such as guidance and media.	Maintaining an equitable system for all teachers.
Brevard	Dr. John Carr in the Office of Accountability, Testing, and Evaluation	Yes	All non-student service provider teachers within a school that has no qualifying student/teacher/course association receives the SAV. All student service providers associated with the school receive the DAV. This is done because we want to maintain a level of "neutrality" and "focus" in their services. Most of these positions service multiple schools or are assigned to a school with little or no measureable academic influence on the child.	As the district adopts new measures the amount of calculations are becoming overwhelming and complicated. Keeping track of who teachers what, to whom, and what measure is used for that specific subgroup is proving to be quite complicated. Successful and understandable communication with all stakeholders, defensibility of measures is also quite difficult. Lastly, the management of data and calculations is overwhelming to say the least. A single mistake in coding or manual calculations have cascading effects on teacher evaluative outcomes.

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Flagler	Shawn Schmidli- Director of Research and Growth	No	The district has an evaluation committee that meets just about every month to determine the specific metrics that are to be used in specific job titles. The district VAM score is reserved for district level employees who serve multiple schools. School level VAM scores and/or combinations of school level VAM scores are used for individuals who serve specific schools.	Our district understands that VAM is a comparative and competitive model where student performance of a teacher is compared to "typical student performance" throughout the state. However, for teachers who teach a course where they are the only teacher in the entire district, there is no comparative data to reference that teacher's student performance measures to. Therefore, our district is challenged with how we are going to set arbitrary cuts for student performance on exams where there is no comparative data.
Gadsden	Dionne Mathews Nellons who works through Deputy Superintendent	No	Teachers of recorded for FSA courses are given VAMs based on student scores of FSA. Teachers that are not teacher of record for FSA can be given VAMs based on district assessments or on the school average.	No answer given
Hillsborough	A committee led by the Department Manager of Services and Support	No	Students he/she served	Timeliness of data
Indian River	Technology Assessment/Performance Data Analyst	No	The specific measures are bargained.	Too many data sources make it difficult to release evaluations timely.
Madison	Shirley Joseph	No	VAM is only for students that he/she serves.	Madison County uses VAM easy through PAEC (Mr. Greg Alford)
Monroe	Executive Director Assessment and Accountability	No	Employees receive VAM scores only for those children they serve.	We face the obstacles of assuring equality between standards as it regards to the evaluation of those staff members in VAM vs non-Vam related courses.

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Nassau	Department of Assessment and Accountability	No	District VAM is only given to District Level staff; School VAM is used at the school level, and when appropriate, grade level VAM is used.	The ability to provide a list of the students' VAM scores to our teachers for their evaluation. We are provided from the state massive data in many text files, however currently Nassau County does not have the capacity to provide this data aligned to teachers and/or schools. The past years, I only provided and used the total number of students and the number of students meeting expectations for the teachers' VAM scores. This year we (15-16) will use the actual VAM scores, which will be a big challenge.
Okaloosa	Duscha Ross, Program Director, IT	Yes	A VAM score, by its very nature, can only be given to a teacher whose students take a statewide assessment that can show value added. All other teachers who give student grades have a student performance score based on local, state, or national assessments. Teachers, such as school counselors, who do not give grades have a student performance score based on a Student Learning Objective.	The Student Learning Objective is a stretch for some positions to link back to student learning.
Osceola	Director of Research, Evaluation, and Accountability	Yes	Our Employee Evaluation Handbooks govern which Student Growth measure(s) is/are used.	The delay in receiving the VAM results from FLDOE.
Pasco	Office of Accountability, Research, and Measurement (Peggy Jones, Ph.D., Director and Stephanie Green, Supervisor	No	In general we are using the same this year as last year. Beginning next year, VAM will be applied to teachers whose students take a statewide assessment for which VAM calculations are made.	75% of teachers do not fall in this category. The challenge is applying a comparative measure.

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Sumter	Nick Sovercool, Administrative Intern	No	A district VAM would only be given to those who work in all of our schools.	Not enough time or money for sophisticated calculation systems or departments.
Suwannee	Jane Fitzpatrick, Assistant Superintendent of Instruction	No	The District and State approved evaluation system indicated who receives a VAM score, and which VAM score is used. A school-wide VAM is only used for an individual that truly serves the entire school.	The student achievement portion of the teacher evaluation is extremely challenging this year due to the amount of data that must be calculated. With the addition of local assessments for the 2014-15 school year and the elimination of the non-FCAT VAM score that was provided by the state, it has created a huge burden on our district to calculate this data.

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Wakulla	Chief Academic Officer	No	We created a chart that is included in our instructional evaluation handbook.	<p>1. Non-FSA teachers have a distinct advantage over FSA teachers for obvious reasons such as they help create the assessments. We established quadrants for the HE/E/NI/U for SG&A for Non-FSA teachers. Based on our original cut scores most received HE. Teachers that probably should not have received an HE did (SG&A=50%). Since this is the first year of the B&B, it actually helped some teachers. Good for them. 2. Navigating the multiple pages of VAM scores and then determining a cut score, via a class by class spreadsheet, for FSA teachers, who may teach 3 VAM classes and 3 Non-FSA classes and establishing a score is extremely time consuming and still what we call "funny math" as there are not the same number of students in each class. Time and personnel. 3. The biggest challenge: to maintain the mantra that student achievement counts while simultaneously protecting teachers during the turmoil/transition with "hold harmless" language in the contract.</p>
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