



Delaware School Leader Prep Program Initial Meeting

November 12, 2015



Agenda

- Welcome (5 minutes)
- Introductions (10 minutes)
- School Leader Preparation Program Scorecards
 - Policy Overview (15 minutes)
 - 2015 Scorecard Overview (30 minutes)
 - Decision Point Feedback (20 minutes)
- Closing (10 minutes)

Objectives

By the end of this meeting we will:

1. Review changes initiated by Senate Bill 51
2. Understand the design principles and rationale
3. Review the domains and metrics (*draft*)
4. Provide feedback on decision points
5. Understand the timeline for release of the school leader preparation program scorecards

SCHOOL LEADER PREPARATION SCORECARDS POLICY OVERVIEW



Senate Bill 51

- In Spring 2013, Delaware passed landmark legislation that changed standards for educator preparation programs in the state.
- It included changes to:
 - Program approval and accountability
 - Program entry requirements
 - Program exit requirements
 - Data collection and reporting
 - Required program components

Educator Preparation in Delaware: An Overview

Prior to Senate Bill 51, universities and programs were approved by the Department largely by virtue of achieving accreditation from a national body

SB 51 set a new course: it established new approval and accountability processes, set higher standards for program entrance, exit and content, and aligned licensure requirements specific to Delaware

Regulation 290 was published in July 2014 to further detail these requirements

The Department of Education has engaged stakeholders throughout the process in setting policies and guidelines, notably higher ed institutions, and including State Board of Education, PSB, DSEA, DASA, educators and districts

Program Approval

- Program approvals and renewals are reviewed by the Department, and include:
 - National accreditation/1595 approval as a baseline requirement
 - Program review for content quality, Delaware standards-alignment
 - Needs assessment supported by data, partnerships and stakeholder feedback

Data Collection & Accountability

- All programs reviewed and a scorecard generated based on a variety of metrics, including:
 - Placement, including rate of placement and placement in high needs schools/areas
 - Retention, in roles and in Delaware schools
 - Outcomes of graduates, including passage rates/scores on licensure assessments and evaluation ratings of graduates
 - Impact on Student Growth
- Programs submit data annually to the Department
- Scorecards generated every other year

Programs are reviewed for continuing approval, or put on probation if not meeting standards

SCHOOL LEADER PREPARATION PROGRAM SCORECARDS: OVERVIEW



Design principles

1. Fairness

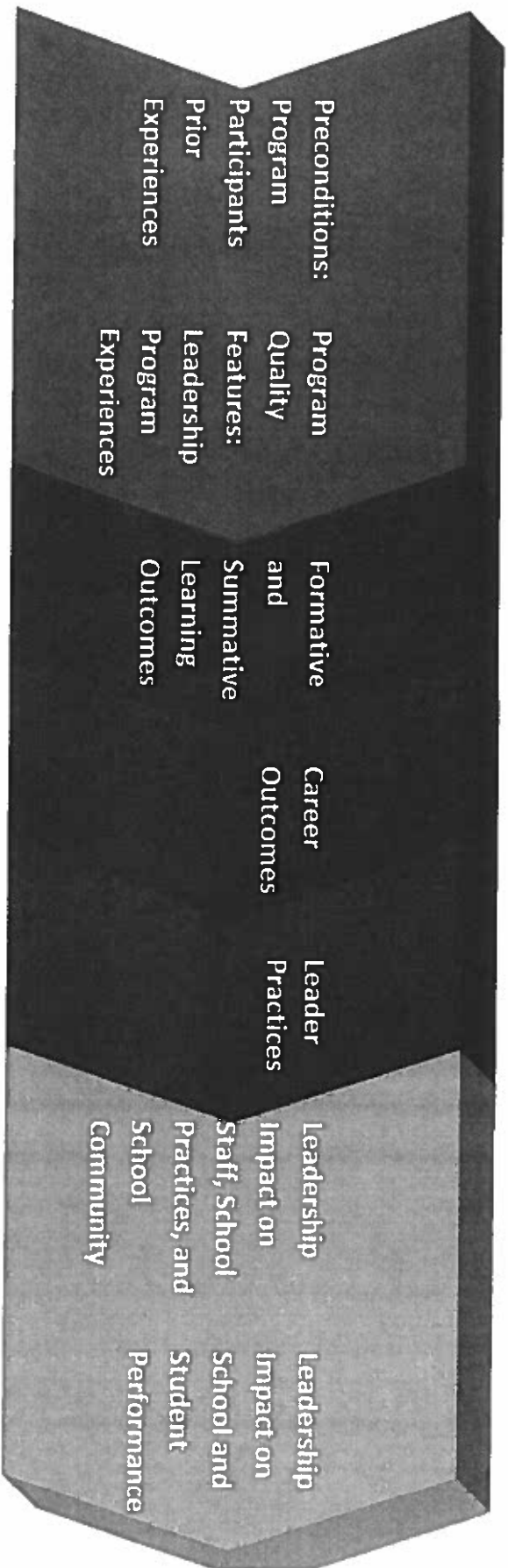
- Points should be earned across a **range of performance**, not an “all or nothing” scale.

2. Transparency

- Scorecards should be **easy to read**.
- It should be clear how metric-level performance aggregates up to a larger **summary score**.

Getting started

Figure 1. Evaluation Pathway for Preparation Programs Preparation Programs








Literature Review

- UCEA
- Center for Great Teachers and Leaders
- America Achieves
- Wallace Foundation
- Alliance to Reform Education Leadership

Five Domains (Draft)

HOW IS THE OVERALL RATING MEASURED?

DOMAINS	POINTS POSSIBLE	TIER	PERCENT OF POINTS EARNED
 Recruitment & Selection	15	4	36%
 Placement	15	4	22%
 Retention	10	1	90%
 Graduate Performance	50	1	85%
 Perceptions	<i>Data not yet available.</i>		

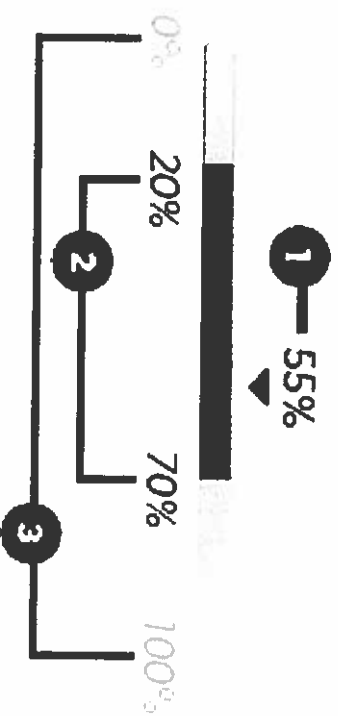
Five domains represent the core areas in which programs are evaluated

Each domain is worth a different number of total points (90 points total in 2015)

Programs can earn various percentages of available points based on performance on each metric

How are metrics scored?

LEGEND



- 1** This is the program performance data for the metric.
- 2** These are the minimum standard and state target for the metric. A program scoring below the minimum standard earns zero points for the metric. If it scores at or above the state target, it receives all the points for the metric. Within the established range, the program earns a proportional share of the points.
- 3** These are the lower and upper limit of possible performance on the metric (extreme range).

Fifteen Metrics (Draft)

Recruitment & Selection

- Candidates Teaching Performance
- Diversity of Candidate Class
- Selectivity Rate

Placement

- Placement within 1st year
- Placement within 3rd year
- Placement in DE High-Needs Schools

Retention

- Retention in administration

Graduate Performance

- Student Growth (Part A)
- Student Growth in High Needs Schools
- School Level Growth
- *Observation Scores*
- Overall Performance Evaluation Ratings
- Overall Performance Evaluation Ratings in High Needs Schools

Perceptions

- *Graduate's Perception of Preparation Experience*
- *LEA's Perception of Preparedness of Program Graduates*

Metrics Overview

Missing data / metrics

- If a metric has **fewer than 10 leaders** in its calculation, it is not scored.
- If a metric is unscored, its points possible are **redistributed** to the other scored metrics within the domain. *
- If no metrics in the Graduate Performance domain are scored, then the program does not receive a scorecard.

Attributing leaders to programs

- Scores are **rolling year-to-year**, meaning 5 years of program graduates are always included in calculations, where possible.
- This year, leader's graduation year must be between **2009 and 2013**, inclusively.

What's on a scorecard?

2013 SCHOOL LEADER PREPARATION PROGRAM REPORT



Program Name

PROGRAM PROVIDER
University of Delaware
www.udel.edu

PROGRAM PERFORMANCE



Programs rated as Tier 2 have received the second highest classification as it pertains to preparing school leaders to serve students and schools in Delaware.

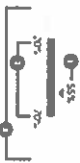
HOW IS THE OVERALL RATING MEASURED?

Domain	Score	Weight	Overall Score
Recruitment & Selection	15	36%	5.4
Placement	15	22%	3.3
Retention	10	90%	9.0
Graduate Performance	50	85%	42.5
Perceptions	Data not yet available		

HOW TO READ THIS SCORECARD

This scorecard contains five (5) scored domains: Recruitment, Candidate Performance, Placement, Retention, and Graduate Performance. Each domain is comprised of five (5) to ten (10) metrics. There is one domain (perception) for which data has not yet been calculated, and is therefore unranked. A program must generate a score on at least one metric in the Candidate Performance domain in order to receive a scorecard. Delaware's scorecards consider the past two years of program data. Data on graduates that have not worked in public education in Delaware is not included. A scorecard is generated when an educator prep work on program has had more than ten (10) educators working in Delaware over the past five (5) years. Program performance is displayed for each metric in the format to the right. The program data is displayed to the left of and above the bar. If the program scores below the minimum standard, it earns zero points for the metric. If a score is at or above the target, it receives all the points for the metric. When the established target, the program earns a proportional share of the points available.

This scorecard is per metric and thus without formal regulatory consequences in 2015. This information should not be shared by schools, districts, or leaders to make judgment or make formal decisions pertaining to application, admissions, or staffing.



- This is the program performance goal for the metric.
- There is a minimum standard and data target for the metric. A program scoring below the minimum standard earns zero points for the metric. A score at or above the data target, it receives all the points for the metric. When the established target, the program earns a proportional share of the points.
- There are five tiers and eight levels of possible performance on the metric. (See chart to the right.)

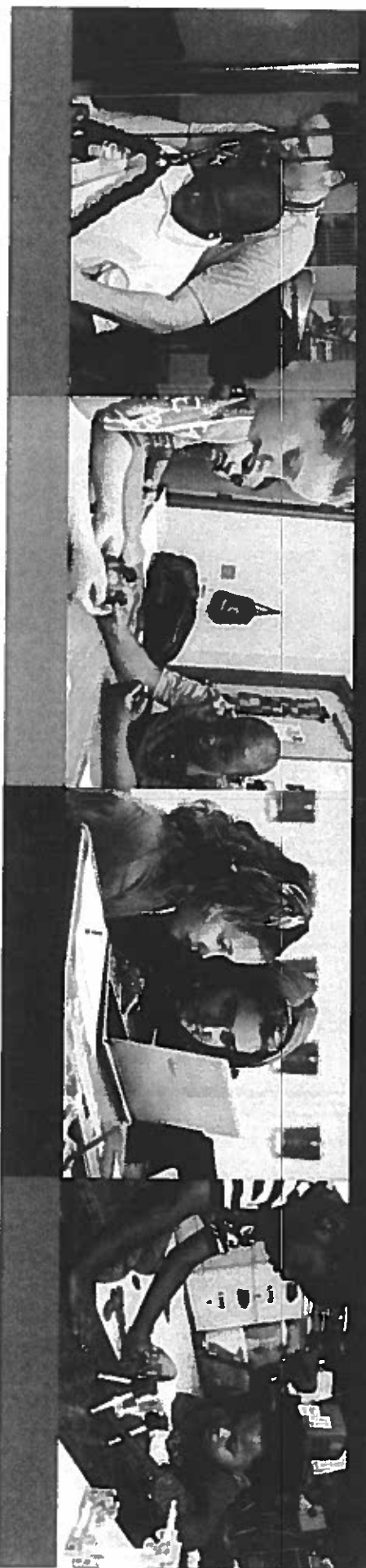
1 Program and institution information (Page 6)

2 Overall tier rating Ranging from 4 (lowest) to 1 (highest)*

3 Domain scores All metrics aggregate to one of five domains that are weighted differently

4 How to read the scorecard Information for the public on how scorecards are scored

SCHOOL LEADER PREPARATION PROGRAM SCORECARDS FEEDBACK ON DECISION POINTS



Decision Point #1

Candidate Teacher Performance

% of candidates who were rated highly effective at least once

Option 1

- Provided by the program

Option 2

- Programs provide list of candidates
- DDOE runs data

Decision Point #2

Placement within 1 year

% candidates who are in an assistant principal or principal role

Placement in Delaware

- DDOE cross references data to determine those serving in AP/Principal roles in Delaware

Placement in America

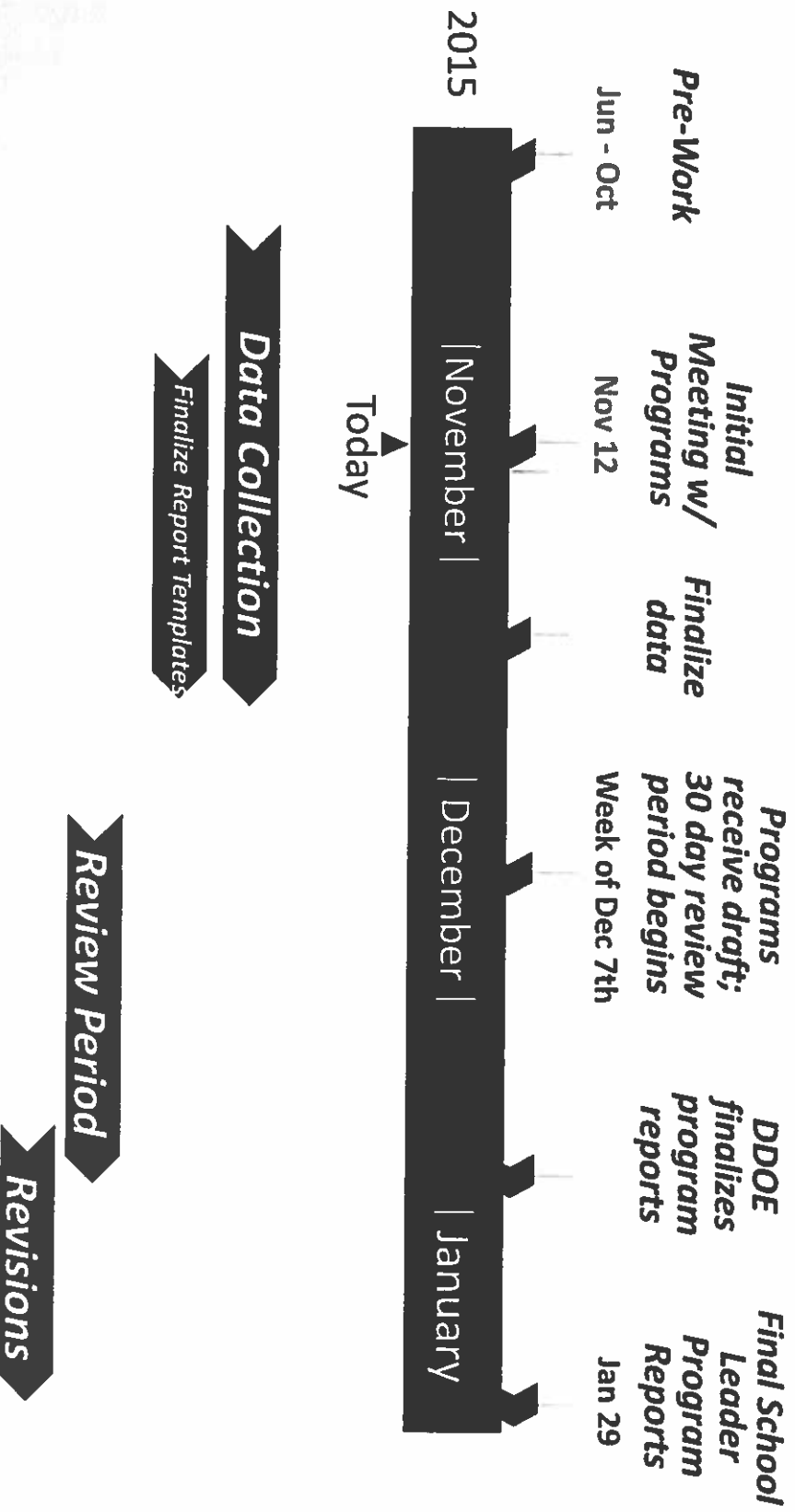
- DDOE cross references data to determine those serving in AP/Principal roles in Delaware
- For graduates leading schools outside of Delaware, programs provide graduate information, placement, and contact information.

Decision Point #3

Retention

- *% graduates who are employed in any administrative role three years after leading their first school in Delaware*
- Is three years the right timeframe?**

Timeline

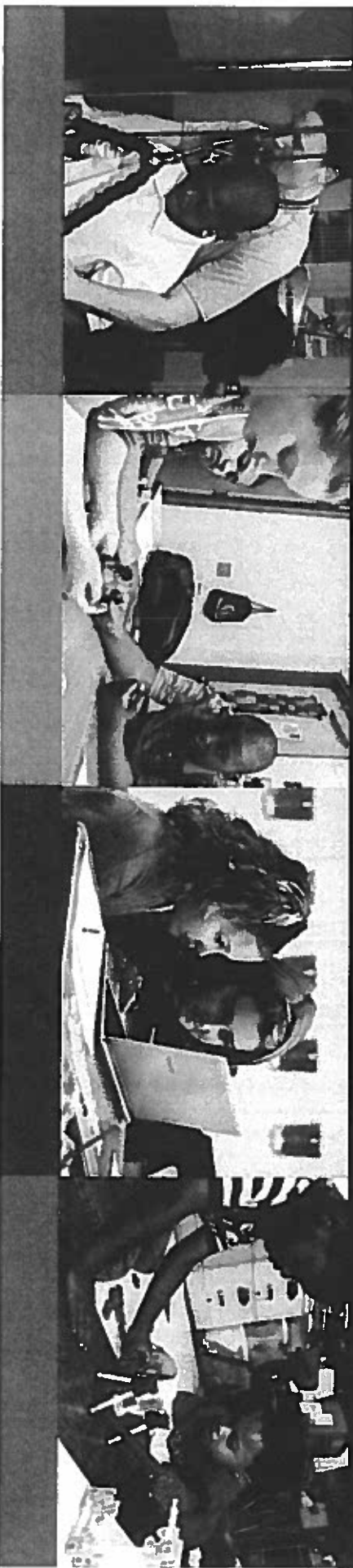


Next Steps

- Data Collection from Programs – Nov 24th
- Notification of 30 day review period – Dec 1st
- Target date to receive drafts – Week of Dec. 7th
- Technical Assistance meeting(s) as needed for each program – December

UPCOMING: Educator Preparation Advisory Council/Workgroup - 2016 Reports (Dec. Launch)

QUESTIONS?



5.9