



**DEPUTY COMMISSIONER, P-12 EDUCATION**

August 22, 2013

To: Superintendents and District Superintendents

From: Assistant Commissioner Ira Schwartz  
Executive Director, Teacher and Leader Effectiveness, Julia Rafal-Baer

Re: Delivery of 2012-2013 Educator State-Provided Growth Results

Dear Colleagues:

We are writing to provide you with information about the distribution of the State-provided growth results as part of Education Law §3012-c, that will be available to your district the week of August 19<sup>th</sup> via the NYSED IRS Portal: (<http://portal.nysed.gov>) When you login to the portal, four files will be available for you to download for use in annual professional performance reviews (APPRs) for applicable teachers and principals for the 2012-13 school year.

These four data files will include State-provided growth scores and ratings for Grades 4-8 ELA and math teachers, their principals, and principals with grades 9-12 (all grades); an additional six data files will be available in September that include the data used to calculate these scores and ratings. These data files will be available for authorized users on the Information and Reporting Services Portal (IRSP). For information about accessing the IRSP, see <http://www.p12.nysed.gov/irs/irs-portal/>.

**Next Step: Using the State-Provided Growth Scores to complete APPRs:**

Districts will need to incorporate the Growth Score (0-20 points) and the equivalent rating (HEDI) into the APPR as required by Education Law §3012-c and Subpart 30-2 of the Rules of the Board of Regents for each applicable educator.<sup>1</sup> Districts **must** complete the evaluations and provide final composite ratings to all educators by September 3 this year because the statutory deadline of September 1 falls on a weekend/holiday.<sup>2</sup> Additionally districts should ensure that evaluators of principals and teachers discuss these results individually with educators, including

---

<sup>1</sup> NYCDOE is the only school district in the State that did not have an approved APPR plan for the 2012-2013 school year. Following an arbitration proceeding conducted pursuant to Education Law §3012-c(2)(m), the Commissioner imposed an APPR plan on NYCDOE on June 1, 2013 for four school years, beginning in the 2013-2014 school year.

<sup>2</sup> Pursuant to General Obligations Law §25-a, districts provide final composite ratings to all educators by September 3<sup>rd</sup>, because September 1 is a Sunday and September 2 is a holiday.

the State-provided growth scores if applicable, and the plan for each educator's further growth and development during the year ahead. It is important for you to remember that a principal and teacher improvement plan must be developed for any principal or teacher with a Developing or Ineffective rating. This plan must be submitted no later than ten (10) school days from the opening day of classes.

There are four (4) data files in MS Excel (.csv) comma-delimited format that include the necessary data for completion of teacher and principal APPRs by September 3, 2013.

The four files that include educator growth scores and ratings are:

1. *4-8 Teacher HEDI* – this file contains mean growth percentiles (MGPs) and HEDI ratings and scores for teachers of grades 4-8 ELA and Math for 2012-13 (filename: 4-8 Teacher HEDI.csv);
2. *ALL Principal HEDI* – this file contains HEDI ratings and scores for all schools; the variable named hedi\_score\_overall is the value from 0-20 that will be used as the State-provided growth subcomponent data for a principal (filename: ALL Principal HEDI.csv);
3. *4-8 Principal HEDI Data* – this file contains school-level MGPs and HEDI ratings and scores for 2012-13 for principals of schools with grades 4-8 (filename: 4-8 Principal HEDI data.csv); and
4. *9-12 Principal HEDI Data* – this file contains school-level MGPs and Growth in Regents (GRE) measure scores and combined HEDI ratings and scores for 2012-13 for principals of schools with all grades 9-12 (filename: 9-12 Principal HEDI data.csv).

### **Additional Data to Come:**

In September, NYSED will also share six (6) additional State-provided growth data files in MS Excel (.csv) format on the IRSP. These files are not necessary for completing teacher and principal APPRs for 2012-13, but provide districts with access to all data that were used in the calculation of the State-provided growth scores. These six files of additional growth data are:

1. *4-8 Student Level Analysis*– This file may contain multiple records for each student. Each student record contains available unadjusted student growth percentile scores for math or ELA for 2012-13 (separate student record for each subject area), plus the historical test scores and other student demographic information used in analysis (filename: 4\_8\_student\_BEDSCode.csv).
2. *Grades 4-8 Teacher by Subject* – This file contains multiple records per teacher for different subjects and types of scores (and may contain information for more than one school as well). Teachers' adjusted and unadjusted MGP scores, demographic variables, confidence intervals, and the number of students included in teacher MGPs are also included (filename: 4\_8\_teacher\_subject\_BEDSCode.csv).
3. *Grades 4-8 School by Grade* – This file contains multiple records per school for different subjects and grade levels. The file contains scores aggregated across students within grade levels and within subjects, and within grade levels and across subjects. The file contains

demographic variables and confidence intervals, as well as related numbers of students and teachers (filename: 4\_8\_school\_grade\_BEDSCode.csv).

4. *Grades 9-12 Student Analysis ELA MGP* – This file contains one record per student. All data used for the calculation of Grades 9-12 ELA MGPs, including demographic variables, NYSED assessment history for grade 7 and 8 ELA and math, as well as current year (2012-13) Regents ELA score are in this file (filename: 9\_12\_student\_ELA\_MGP\_BEDSCode.csv).
5. *Grades 9-12 Student Analysis Algebra MGP* - This file contains one record per student. All data used for the calculation of Grades 9-12 Algebra MGPs, including demographic variables, NYSED assessment history for grade 7 and 8 ELA and math, as well as current year (2012-13) Regents Algebra score are in this file (filename: 9\_12\_student\_Alg\_MGP\_BEDSCode.csv).
6. *Grades 9-12 Student Analysis Comparative Growth in Regents Exams Passed* - This file contains one record per student. Demographic variables and prior Regents assessment history used in the calculation of Grades 9-12 the comparative growth in Regents exams passed measure are included in this file (filename: 9\_12\_student\_GRE\_BEDSCode.csv).

### **Coming in September: Online Growth Reporting System for educator access to State-provided Growth Scores.**

In addition to the data files and reports that are available on the IRS Portal, NYSED will provide a secure online Growth Reporting System (GRS) with State-provided growth scores and related data to educators in early September 2013. The GRS will enable authorized teachers, principals, and district personnel to securely access certain authorized 2012-13 and if applicable, 2011–12 State-provided educator growth scores/ratings and growth data.

Using this system, superintendents will be able to view growth data for schools within the district, including teacher-level scores; principals will be able to view growth data for schools to which they are assigned, including teacher-level scores; and teachers will be able to view their own growth scores and detailed data. In addition, an educator will be able to download a roster that includes the student-level data that were used to calculate his/her growth scores. A few days before the system is ready for use, we will send you more information about how District superintendents, principals and teachers in grades 3-8 ELA/Math will access the system. We will give you the information you need to inform applicable educators about system use.

**Due in October: District submission of APPR Data to NYSED:** Pursuant to section 30-2.3(b)(2) of the Rules of the Board of Regents, you will need to report to NYSED the final evaluation composite ratings, composite scores, and subcomponent scores for all teachers and principals. All data must be submitted to NYSED by August 27, 2013, to the extent practicable, and no later than October 18, 2013. For further information on APPR data collection and reporting timelines for the

2012-13 school year, please see Executive Director Julia Rafal Baer's July 2013 memo available at <http://usny.nysed.gov/rttt/teachers-leaders/docs/appr-timeline-memo-july-2013.pdf>.

In order to complete teacher APPRs using the State-provided growth data, districts must access the *4-8 Teacher HEDI* file and use the variable named *HEDI\_Score*. This variable is a value from 0-20 that is the State-provided growth score for a particular teacher. In order to complete principal APPRs using the State-provided growth data, districts must access the *ALL Principal HEDI* file and use the variable named *HEDI\_score\_overall*. This variable is a value from 0-20 that is the State-provided growth score for the school. When districts submit their staff evaluation ratings to NYSED via Level 2, they will be required to identify on the verification report any educators who have had a State-provided growth score replaced by a locally-derived score and the reason why the score was replaced<sup>3</sup>.

### **Later this year: NYSED Public Evaluation System**

In addition, NYSED expects to make public later this year certain data required by Education Law section §3012-c(10) relating to the disclosure of evaluation data, including but not limited to final evaluation quality ratings and composite effectiveness scores by school district for principals, and by school building for teachers. NYSED also expects to release subcomponent ratings and scores by school district for principals, and by school building for teachers including State-provided growth scores. NYSED will take all necessary precautions to ensure that such public release of data does not include personally identifiable information for any teacher or principal.

For more detailed FAQs about teacher and principal Growth Scores for use in educator evaluation, please see Section D of the APPR Guidance Document, available at <http://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>. If districts have questions about access to, navigation, and information/data in AIR's Growth Reporting System please send an email to [NYGrowth@air.org](mailto:NYGrowth@air.org) or call 1-866-821-6426 (8:30 a.m. to 4:30 p.m., Mon-Fri—except holidays). In addition, districts can send an email to [dataquest@mail.nysed.gov](mailto:dataquest@mail.nysed.gov) with questions about data collection or [educatoreval@mail.nysed.gov](mailto:educatoreval@mail.nysed.gov) with questions about APPR.

---

<sup>3</sup> State-provided growth scores may only be changed in limited circumstances, including: a) a principal who has <30% of her/his students covered by the State-provided growth measures; b) a teacher who has <50% of her/his students covered by the State-provided growth measures; or c) a State-provided growth measure has been provided for an educator who is not subject to Education Law §3012-c (see Section B of the APPR Guidance: <http://www.engageny.org/resource/guidance-on-new-york-s-annual-professional-performance-review-law-and-regulations/>).