

Methods of Determining Student Achievement

Grade/Subject	Elementary	Middle	Senior
Kindergarten to 2nd Grade	<ul style="list-style-type: none"> SAT 10 District-Determined Tests 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
3 rd Grade	<ul style="list-style-type: none"> FSA ELA & Math 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
4 th & 5 th Grades	<ul style="list-style-type: none"> FSA Reading FSA Mathematics 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
Reading / Language Arts / Reading Coaches	<ul style="list-style-type: none"> FSA Reading 	<ul style="list-style-type: none"> FSA Reading 	<ul style="list-style-type: none"> FSA (9-11) District-Determined Tests (12)
Mathematics	<ul style="list-style-type: none"> FSA Mathematics 	<ul style="list-style-type: none"> FSA Mathematics Algebra 1 State EOC Geometry State EOC 	<ul style="list-style-type: none"> FSA (9-10) District-Determined Tests (11-12) Algebra 1 State EOC Geometry State EOC
Science (Course Specific)	<ul style="list-style-type: none"> Science (5th Grade only) 	<ul style="list-style-type: none"> Science (8th Grade Only) AP AICE IB District-Determined Tests (11-12) 	<ul style="list-style-type: none"> FSA Biology EOC District-Determined Tests (11-12)
Social Studies	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> District-Determined Tests 	<ul style="list-style-type: none"> District-Determined Tests US History State EOC
Guidance	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics
Media Specialists	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics
Physical Education & Art	<ul style="list-style-type: none"> District-Determined Tests Performance Rankings 	<ul style="list-style-type: none"> District-Determined Tests Performance Rankings 	<ul style="list-style-type: none"> District-Determined Tests Performance Rankings
Exceptional Student Education	<ul style="list-style-type: none"> FSA Data District-Determined Tests 	<ul style="list-style-type: none"> FSA Data District-Determined Tests 	<ul style="list-style-type: none"> FSA Data District-Determined Tests
Music	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics District-Determined Tests 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics District-Determined Tests Performance Rankings 	<ul style="list-style-type: none"> District-Determined Tests Performance Rankings
Foreign Language	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> School FSA Reading District-Determined Tests Performance Rankings 	<ul style="list-style-type: none"> District-Determined Tests Performance Rankings
Technical & Career Education	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> District-Determined Tests 	<ul style="list-style-type: none"> District-Determined Tests
Career Education Teachers	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> National Industry Certificate
School Social Workers	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics
School Administrators	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics 	<ul style="list-style-type: none"> School FSA Reading School FSA Mathematics





14-15 Evaluation Cycle Business Rules Table		
Elementary School Instructional Positions		
Area of Responsibility	Student Group	Student Measure
PK-3 rd Grade	Assigned Students	District Growth/Performance Measure Assessments
4 th – 6 th Grade	Assigned Students	FSA/FCAT Reading and Math Aggregated VAM
5 th Grade	Assigned Students	FSA/FCAT Reading and Math Aggregated VAM
5 th Grade Science	Assigned Students	FCAT Science
6 th Grade Algebra 1	Assigned Students	Algebra 1 EOC
All Elective Areas	Assigned Students	FSA Reading and Math Aggregated VAM
Itinerant Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESE Teachers	Assigned Students	FSA/FCAT Reading and Math Aggregated VAM
ESOL Teachers	Assigned Students	FSA/FCAT Reading and Math Aggregated VAM
ESE School Specialists	Whole School Scores	FSA/FCAT Reading and Math Aggregated VAM
Instructional Coaches Guidance Counselors All other non-classroom Instructional Staff	Whole School Scores	FSA Reading and Math Aggregated VAM
Media Specialists	Whole School Scores	FSA/FCAT Reading Aggregated VAM
Reading Specific Instructional Coaches	Whole School Scores	FSA/FCAT Reading Aggregated VAM
Math Specific Instructional Coaches	Whole School Scores	FSA/FCAT Math Aggregated VAM
Science Specific Instructional Coach	Whole School Scores	FSA/FCAT Math Aggregated VAM FCAT Science
Teacher's final score will be based on the weighted aggregate score of all relevant student measures associated with that teacher. Teachers who receive whole school scores are responsible for all the students at that school within the teacher's subject/grade certification area.		



Middle School Instructional Positions		
Area of Responsibility	Student Group	Student Measure
7 th - 8 th Language Arts	Assigned Students	FSA/FCAT Reading Aggregated VAM
7 th - 8 th Reading	Assigned Students	FSA/FCAT Reading Aggregated VAM
7 th - 8 th Math (other than 8th grade Algebra)	Assigned Students	FSA/FCAT Math Aggregated VAM
7 th Algebra 1	Assigned Students	Algebra 1 State EOC
8 th Algebra 1	Assigned Students	8th Grade Algebra 1 State EOC VAM
7 th - 8 th Grade Geometry	Assigned Students	8th Grade Geometry State EOC
7 th - 8 th Grade Civics	Assigned Students	Civics State EOC
7 th - 8 th All Other Math	Assigned Students	FSA/FCAT Math Aggregated VAM
7 th Science	Assigned Students	FSA/FCAT Reading and Math
8 th Science	Assigned Students	FCAT Science
7 th - 8 th Social Studies	Assigned Students	FSA Reading Aggregated VAM
All Elective Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
Itinerant Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESE Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESOL Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESE School Specialists	Whole School Scores	FSA Reading and Math Aggregated VAM
Instructional Coaches Guidance Counselors All other non-classroom Instructional Staff	Whole School Scores	FSA Reading and Math Aggregated VAM
Media Specialists	Whole School Scores	FSA Reading and Math Aggregated VAM
<p>Teacher's final score will be based on the weighted aggregate score of all relevant student measures associated with that teacher. Teachers who receive whole school scores are responsible for all the students at that school within the teacher's subject/grade certification area.</p>		





BPS Instructional Personnel Performance Appraisal System

High School Instructional Positions		
Area of Responsibility	Student Group	Student Measure
9 th - 11 th Language Arts 9 th - 11 th Reading	Assigned Students	FSA Reading Aggregated VAM 11 th : Non VAM FSA Reading
12 th Reading	Assigned Students	ACT/SAT Predictive Measure
9 th Algebra 1	Assigned Students	9th Algebra 1 State EOC
10 th - 12 th Algebra 1	Assigned Students	10th-12th Algebra 1 State EOC
9 th - 12 th Geometry	Assigned Students	9th-12th Geometry State EOC
9 th - 10 th Math (Non-State EOC)	Assigned Students	FSA Reading Aggregated VAM
11 th - 12 th Math (Non-State EOC)	Assigned Students	ACT/SAT Predictive Measure
9 th - 12 th Biology/ Int. Science III	Assigned Students	Biology State EOC
9 th - 10 th Science (Non-State EOC)	Assigned Students	FSA Reading Aggregated VAM
11 th - 12 th Science (Non-State EOC)	Assigned Students	ACT/SAT Predictive Measure
9 th - 12 th U.S. History	Assigned Students	US History State EOC
9 th - 10 th Social Studies (Non-State EOC)	Assigned Students	FSA Reading Aggregated VAM
11 th - 12 th Social Studies (Non-State EOC)	Assigned Students	ACT/SAT Predictive Measure
11 th - 12 th FCAT Remediation	Assigned Students	FCAT/FSA Predictive Measure
All Elective Areas	Assigned Students	FSA Reading Aggregated VAM ACT/SAT Predictive Measure FCAT/FSA Predictive Measure
AP/IB/AICE Courses	Assigned Students	AP/IB/AICE Outcome Measures
12 th English 4	Assigned Students	English 4 BPS Final Exam
Itinerant Teachers	Assigned Students	FSA Reading Aggregated VAM ACT/SAT Predictive Measure FCAT/FSA Predictive Measure
ESE Teachers	Assigned Students	FSA Reading Aggregated VAM ACT/SAT Predictive Measure FCAT/FSA Predictive Measure
ESOL Teachers	Assigned Students	FSA Reading Aggregated VAM ACT/SAT Predictive Measure FCAT/FSA Predictive Measure
Media Specialist	Whole School Scores	FSA Reading Aggregated VAM
Math Instructional Coach	Whole School Scores	FSA Reading Aggregated VAM Algebra 1 State EOC Geometry 1 State EOC ACT/SAT Predictive Measure
Reading Instructional Coach Science Instructional Coach All Other Non-Classroom Instructional Staff	Whole School Scores	FCAT Reading Aggregated VAM
Teacher's final score will be based on the weighted aggregate score of all relevant student measures associated with that teacher. Teachers who receive whole school scores are responsible for all the students at that school within the teacher's subject/grade certification area.		

District Instructional Positions		
Area of Responsibility	Student Group	Student Measure
All District Based Instructional Staff	All District Based Instructional Staff	All District Based Instructional Staff
Teacher's final score will be based on the weighted aggregated scores of all relevant student measures associated with that teacher. Teachers who receive whole district scores are responsible for all students at that district within the teacher's subject/grade certification.		



Our Mission is to Serve Every Student with Excellence as the Standard!



Student Performance/Growth Measures

Each of these categories will be weighted and aggregated in the final determination of a teacher's 45 point summative score to include every student associated with them.

- FSA reading and math type courses that receive a Teacher Aggregated VAM score from the state.
 - The teacher's score will be based on either a 1, 2, or 3 year aggregate based on their concurrent FSA/FCAT course experience.
 - A teacher must have a minimum of 10 students associated with the most current year's score AND have at least 10 student associations in each of the qualified prior years.
 - Scores of HE, E, N, or U will be assigned by the FLDOE based on the VAM results
- 8th grade algebra 1 EOC type course that receive a Teacher Aggregated VAM score from the state.
 - The teacher's score will be based on either a 1, 2, or 3 year aggregate based on their concurrent EOC course experience.
 - A teacher must have a minimum of 10 students associated with the most current year's score AND have at least 10 student associations in each of the qualified prior years.
 - Scores of HE, E, N, or U will be assigned by the FLDOE based on the VAM results
- 9th grade algebra 1 EOC type courses that receive a Teacher Aggregated VAM score from the state.
 - The teacher's score will be based on either a 1, 2, or 3 year aggregate based on their concurrent EOC course experience.
 - A teacher must have a minimum of 10 students associated with the most current year's score AND have at least 10 student associations in each of the qualified prior years.
 - New Hires are required to have only one year's data with at least 10 students.
 - Scores of HE, E, N, or U will be assigned by the FLDOE based on the VAM results
- Middle and High School State EOC's (Civics, Algebra 1, Geometry, US History, Biology)
 - Evaluative measures will be calculated using district calculated cut scores AND/OR FSA-FCAT reading or math associated regressed predictive score.
 - The teacher's score will be based on either a 1, 2, or 3 year aggregate based on their concurrent EOC course experience.
 - A teacher must have a minimum of 10 students associated with the most current year's score AND have at least 10 student associations in each of the qualified prior years.
 - New Hires are required to have only one year's data with at least 10 students.
 - All teacher scores will be converted into percentile ranked and assigned a categorical score of HE, E, N, or U based on the FLDOE's VAM percent distribution.
- AP/IB/AICE
 - Evaluation measures will be based on a combination of the average student FSA reading achievement level and the average pass rate of the teacher's AP/IB/AICE scores. Based on this matrix, teacher scores will be assigned a categorical score of HE, E, N, or U.
- Educators that do not teach FSA reading-math type courses or state EOC's will have calculated scores associated with their students' (students they teach) FSA reading/math or Algebra 1 EOC VAM scores provided by the state. Depending on what course they teach scores will be calculated by either the FSA reading VAM, FSA math VAM, 8th grade Algebra 1 EOC VAM, 9th grade Algebra 1 EOC VAM or a combination of these. This score will encompass only the most current year. English 4 teachers will be assessed based on the results of the English 4 BPS Final exam.
 - All teacher scores will be converted into percentile ranked and assigned a categorical score of HE, E, N, or U based on the FLDOE's VAM percent distribution.
- School Based teachers that do not have any student population assigned to them.
 - SAV for reading or math or both...depending on their assignment.
 - All teacher scores will be converted into percentile ranked and assigned a categorical score of HE, E, N, or U based on the FLDOE's VAM percent distribution.
- District Based teachers that do not have any student population assigned to them.
 - DAV for reading or math or both...depending on their assignment
 - All teacher scores will be converted into percentile ranked and assigned a categorical score of HE, E, N, or U based on the FLDOE's VAM percent distribution.

Teachers may fall within several categories and their scores will be calculated as a weighted average of each category, encompassing all students associated with the specific teacher.

