

ADDENDUM E: 2016-2018 TEACHER EVALUATION

Memorandum of Understanding Between the United Teachers of Monroe and the District School Board of Monroe County 2016-2018 Teacher Summative Evaluation Ratings

Whereas, the parties agree that the assessments used to evaluate teachers, including but not limited to the new Florida Standards Assessments (FSA), state required End of Course (EOC's) assessments, other standardized assessments, including nationally recognized standardized assessments, industry certification examinations, and district-developed common assessments, are not yet fully validated. All instructional employees will receive a student learning growth score of no lower than 1.0 "Developing" for the 2016-2017 school year, subject to provisions of Article XXIII – Teacher Evaluation in the Teacher Contract.

The three components of teacher evaluation are (1) observation and data/records relating to job performance, (2) student learning growth and achievement, and (3) a professional growth plan, weighted within the parameters of F.S. 1012.34.

Student Learning Growth

1. Non-classroom teachers assigned to specific schools or multiple schools will have their student growth calculated by using the learning target assigned to the students they serve. (Examples: academic coaches, athletic directors, guidance counselors, staffing specialists, speech therapists, school psychologists, media specialists, occupational therapists, physical therapists, etc.)
2. Student growth and achievement scores for classroom teachers teaching semester-long classes will be calculated based on student data from both semesters. Teachers that only had students enrolled for one semester will be referred to the EPIC committee.
3. Student growth and achievement for classroom teachers teaching alternative education/DJJ with less than 10 students will be calculated based on the District VAM score.

4. The performance level standards for courses not associated with either a state-developed value-added model or a state or national end-of-course assessment will be determined by measuring the median Student Growth Percentile in STAR Reading or STAR Math based on the following criteria.

<u>Performance Score</u>		<u>Reading*</u>	<u>Math*</u>
<u>3</u>	<u>Highly Effective</u>	<u>53 - 100</u>	<u>60 - 100</u>
<u>2</u>	<u>Effective:</u>	<u>30 - 52</u>	<u>30 - 59</u>
<u>1</u>	<u>Needs Improvement:</u>	<u>15 - 29</u>	<u>15 - 29</u>
<u>0</u>	<u>Unsatisfactory:</u>	<u>0 - 14</u>	<u>0 - 14</u>

*Ratings and score ranges are subject to ratification by the United Teachers of Monroe (UTM) and approval by the Monroe County School Board

- a. Secondary school level classroom teachers who teach three or more preparations will receive three additional student growth percentile points.
- b. For teachers who teach across multiple assessment areas, scores will be weighted based on number of courses.

Attachment A

Monroe County School District

Advanced Placement Assessment

Matrices

Advanced Placement Matrices AP Calculus AB Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Math less than 64	Mean NPR in PSAT Math 65-69	Mean NPR in PSAT Math 70-74	Mean NPR in PSAT Math 75-79	Mean NPR in PSAT Math 80-84	Mean NPR in PSAT Math 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement Matrices AP Environmental Matrix

	Average Cohort PSAT Reading and Math will be analyzed - higher rating assigned to teacher					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement Matrices AP US History Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement Matrices AP Human Geography Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement Matrices AP English Language & Composition Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement Matrices AP English Literature & Composition Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement Matrices AP Macroeconomics Matrix

	Average Cohort PSAT Reading and Math will be analyzed - higher rating assigned to teacher					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement Psychology Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement European History Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement United States Government Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP Statistics Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Math less than 64	Mean NPR in PSAT Math 65-69	Mean NPR in PSAT Math 70-74	Mean NPR in PSAT Math 75-79	Mean NPR in PSAT Math 80-84	Mean NPR in PSAT Math 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP World History Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP Chemistry Matrix

	Average Cohort PSAT Reading and Math will be analyzed - higher rating assigned to teacher					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP Physics 1 Matrix

	Average Cohort PSAT Reading and Math will be analyzed - higher rating assigned to teacher					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP Biology Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP French Language and Culture Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP Spanish Language and Culture Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP Art Studio 2-D/3-D/Drawing Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Advanced Placement AP Music Theory Matrix

	Mean National Percentile Rank (NPR) for cohort of students assigned					
	Mean NPR in PSAT Reading less than 64	Mean NPR in PSAT Reading 65-69	Mean NPR in PSAT Reading 70-74	Mean NPR in PSAT Reading 75-79	Mean NPR in PSAT Reading 80-84	Mean NPR in PSAT Reading 85-100
Students scoring 3 and above is greater than both the national and state averages by at least 10 percentage points	3	3	3	3	3	3
Students scoring 3 and above is equal to or greater than the national or state average (whichever is greater)	3	3	3	3	3	2
Students scoring 3 and above is greater than or equal to the national or state average (whichever is less)	3	3	3	2	2	2
Students scoring 3 and above is within 5 percentage points of the national or state average (whichever is less)	3	3	2	2	2	1
Students scoring 3 and above is within 10 percentage points of the national or state average (whichever is less)	3	2	2	2	1	1
Students scoring 3 and above is within 20 percentage points of the national or state average (whichever is less)	2	2	2	1	1	1
Students scoring 3 and above is within 30 percentage points of the national or state average (whichever is less)	2	2	1	1	1	0
Students scoring 3 and above is more than 30 percentage points below the national or state average (whichever is less)	1	1	1	0	0	0
Students scoring 3 and above is more than 40 percentage points below the national or state average (whichever is less)	0	0	0	0	0	0

Attachment B

Monroe County School District

**FSA End of Course Assessments, NGSSS End of Course
Assessments, and Statewide Science Assessments**

Matrices by Course

Civics EOC Matrix

	Average FSA-ELA Scores for the cohort of students assigned					
	Mean Prior FSA- ELA Score less than 2.5	Mean Prior FSA- ELA Score 2.5- 2.99	Mean Prior FSA- ELA Score 3.0 - 3.49	Mean Prior FSA- ELA Score 3.5 - 3.99	Mean Prior FSA- ELA Score 4.0 - 4.49	Mean Prior FSA- ELA Score 4.5 - 5.0
Percent of students scoring level 3 and above is 100% and percentage of students scoring level 4 & 5 is greater than 75%	3	3	3	3	3	3
Percent of students scoring level 3 and above is 90% or greater and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	3	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	2	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is less than 50%	3	3	2	2	2	2
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 10%	3	2	2	2	1	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 20%	2	2	2	2	1	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is greater than 20%	2	2	2	1	1	0
Students scoring 3 and above is less than 50% and students scoring level 1 is less than 20%	2	2	1	1	0	0
Students scoring 3 and above is less than 50% and students scoring level 1 is greater than 20%	1	1	1	0	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 20%	0	0	0	0	0	0

US History EOC Matrix

	Mean prior national percentile rank of the cohort of students assigned					
	Mean Prior NPR on PSAT-Read less than 50	Mean Prior NPR on PSAT-Read 50-59	Mean Prior NPR on PSAT-Read 60-69	Mean Prior NPR on PSAT-Read 70-79	Mean Prior NPR on PSAT-Read 80-89	Mean Prior NPR on PSAT-Read above 80
Percent of students scoring level 3 and above is 100% and percentage of students scoring level 4 & 5 is greater than 75%	3	3	3	3	3	3
Percent of students scoring level 3 and above is 90% or greater and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	3	3	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	2	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is less than 50%	3	3	2	2	2	2
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 10%	3	2	2	2	2	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 15%	2	2	2	2	1	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is greater than 15%	2	2	2	1	1	0
Students scoring 3 and above is less than 50% and students scoring level 1 is less than 15%	2	2	1	1	0	0
Students scoring 3 and above is less than 50% and students scoring level 1 is greater than 15%	1	1	1	0	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 15%	0	0	0	0	0	0

Biology EOC Matrix

	Mean prior national percentile rank of the cohort of students assigned					
	Mean Prior NPR on PSAT-READ less than 50	Mean Prior NPR on PSAT-Read 50-59	Mean Prior NPR on PSAT-Read 60-69	Mean Prior NPR on PSAT-Read 70-79	Mean Prior NPR on PSAT-Read 80-89	Mean Prior NPR on PSAT-Read above 80
Percent of students scoring level 3 and above is 100% and percentage of students scoring level 4 & 5 is greater than 75%	3	3	3	3	3	3
Percent of students scoring level 3 and above is 90% or greater and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	3	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	2	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is less than 50%	3	3	2	2	2	2
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 10%	3	2	2	2	1	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 20%	2	2	2	2	1	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is greater than 10%	2	2	2	1	1	0
Students scoring 3 and above is less than 50% and students scoring level 1 is less than 20%	2	2	1	1	0	0
Students scoring 3 and above is less than 50% and students scoring level 1 is greater than 10%	1	1	1	0	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 10%	0	0	0	0	0	0

FCAT Science Grade Five

	Average FSA-ELA Scores for the cohort of students assigned				
	Avg. FSA-ELA Read 0.0- 99	Avg. FSA-ELA Read 1.0- 1.99	Avg. FSA-ELA Read 2.0- 2.99	Avg. FSA-ELA Read 3.0- 3.99	Avg. FSA-ELA Read 4.0+
Percent of students scoring level 3 and above is 100% and percentage of students scoring level 4 & 5 is greater than 75%	3	3	3	3	3
Percent of students scoring level 3 and above is 90% or greater and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	3	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is less than 50%	3	3	2	2	2
Students scoring 3 and above is greater than or equal to 60% and students scoring level 1 is less than 10%	3	2	2	2	2
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 15%	2	2	2	2	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is greater than 15%	2	2	2	1	1
Students scoring 3 and above is less than 50% and students scoring level 1 is less than 15%	2	2	1	1	0
Students scoring 3 and above is less than 50% and students scoring level 1 is greater than 15%	1	1	1	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 15%	0	0	0	0	0

FCAT Science Grade Eight

	Average FSA-ELA Scores for the cohort of students assigned				
	Avg. FSA-ELA Read 0.0-.99	Avg. FSA-ELA Read 1.0-1.99	Avg. FSA-ELA Read 2.0-2.99	Avg. FSA-ELA Read 3.0-3.99	Avg. FSA-ELA Read 4.0+
Percent of students scoring level 3 and above is 100% and percentage of students scoring level 4 & 5 is greater than 75%	3	3	3	3	3
Percent of students scoring level 3 and above is 90% or greater and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	3	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is less than 50%	3	3	2	2	2
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 10%	3	2	2	2	2
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 15%	2	2	2	2	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is greater than 15%	2	2	2	1	1
Students scoring 3 and above is less than 50% and students scoring level 1 is less than 15%	2	2	1	1	0
Students scoring 3 and above is less than 50% and students scoring level 1 is greater than 15%	1	1	1	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 15%	0	0	0	0	0

Geometry End of Course

	Average FSA-EOC Scores for the cohort of students assigned					
	Mean Prior Algebra EOC Score less than 2.5	Mean Prior Algebra EOC Score 2.5- 2.99	Mean Prior Algebra EOC Score 3.0 - 3.49	Mean Prior Algebra EOC Score 3.5 - 3.99	Mean Prior Algebra EOC Score 4.0 - 4.49	Mean Prior Algebra EOC Score 4.5 - 5.0
Percent of students scoring level 3 and above is 100% and percentage of students scoring level 4 & 5 is greater than 75%	3	3	3	3	3	3
Percent of students scoring level 3 and above is 90% or greater and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	3	3	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is greater than 50%	3	3	3	3	2	2
Percent of students scoring level 3 and above is greater than 75% and percentage of students scoring level 4 & 5 is less than 50%	3	3	3	2	2	2
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 10%	3	3	2	2	1	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is less than 15%	3	2	2	2	1	1
Students scoring 3 and above is greater than or equal to 50% and students scoring level 1 is greater than 15%	2	2	2	1	1	0
Students scoring 3 and above is less than 50% and students scoring level 1 is less than 15%	2	2	1	1	0	0
Students scoring 3 and above is less than 50% and students scoring level 1 is greater than 10%	1	1	1	0	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 15%	0	0	0	0	0	0

Algebra II End of Course

	Mean prior national percentile rank of the cohort of students assigned					
	Mean Prior NPR Math on PSAT less than 30	Mean Prior NPR Math on PSAT 30-39	Mean Prior NPR Math on PSAT 40-49	Mean Prior NPR Math on PSAT 50-59	Mean Prior NPR Math on PSAT 60-69	Mean Prior NPR Math on PSAT above 70
Percent of students scoring level 3 and above is 90% and percentage of students scoring level 4 & 5 is greater than 40%	3	3	3	3	3	3
Percent of students scoring level 3 and above is 80% or greater and percentage of students scoring level 4 & 5 is greater than 30%	3	3	3	3	3	2
Percent of students scoring level 3 and above is greater than 60% and percentage of students scoring level 4 & 5 is greater than 25%	3	3	3	3	2	2
Percent of students scoring level 3 and above is greater than 50% and percentage of students scoring level 4 & 5 is less than 40%	3	3	3	2	2	2
Students scoring 3 and above is greater than or equal to 40% and students scoring level 1 is less than 20%	3	3	2	2	2	1
Students scoring 3 and above is greater than or equal to 40% and students scoring level 1 is greater than 20%	3	2	2	2	1	1
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 20%	2	2	2	1	1	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 25%	2	2	1	1	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 30%	1	1	1	0	0	0
Students scoring 3 and above is less than 40% and students scoring level 1 is greater than 40%	0	0	0	0	0	0

All matrices are subject to ratification by the bargaining unit and approval by the School Board of the MCSD.

*Teachers may be categorized into more than one type as listed below

Student Learning Growth (SLG) Learning Targets

Instructional Type	Grade	Assessment 2014 <u>6</u> -201 <u>5</u> 8	Notes
Type 1	Pre K ESE	Unique Learning Systems (ULS) Or Galileo	The percent of rostered students that have made growth using the Unique Learning Systems (ULS) or Galileo. Unique students may require an individual portfolio based on their specific IEP goals to be determined in collaboration between teacher and principal. 80% or more making growth - Highly Effective 60-80 % Effective 40-60%, Needs Improvement Below 40% unsatisfactory
Type 2	Kindergarten – 3, Elementary Special Areas, 6-12 non-tested electives and non-tested core courses	STAR EARLY LITERACY or STAR Reading and Math	<u>STAR:</u> Median SGP for STAR MATH and STAR Reading OR Median SGP STAR Early Lit.
Type 3	Grade 4, 5	FSA Reading and Math	Combined Value-added model score ELA and Math)

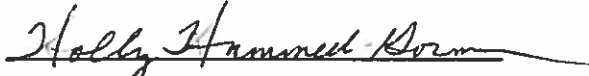
Instructional Type	Grade	Assessment 20146-20158	Notes
Type 4	Grade 4 , 5, 6 - 8 (Departmentalized)	FSA ELA, Math, Science	VAM or SGP score based on course code. The % proficient on Florida Statewide Science Assessment FSSA
Type 5	Grade 9, 10 ELA	FSA ELA	VAM for ELA
Type 6	Gifted, ELL, ESE Resource, Inclusion	STAR (Reading/Math)	For the purposes of creating an SLG, a roster will be created locally with the Principal. Median SGP
Type 7	ESE	Any applicable assessment indicated for a specific grade level (including FSAA)	The percent of students on a teacher's roster that have met the IEP target scores based on their specific IEP goals to be determined in collaboration between teacher and principal. 80% or more making growth - Highly Effective 60-80 % Effective 40-60%, Needs Improvement Below 40% Unsatisfactory

Instructional Type	Grade	Assessment 20146-20158	Notes								
Type 8	6-12 th Grade	Industry Certification	<p>% of students eligible to test earning industry certification</p> <p>75% or greater - Highly Effective 50 - 74% - Effective 25 - 49% - Needs Improvement 0 – 24 – Unsatisfactory</p>								
Type 9	6-12 music teachers	Florida School Music Association sanctioned music performance assessment (MPA) results or STAR	<table><tr><td>Superior or Excellent</td><td>HE</td></tr><tr><td>Good</td><td>E</td></tr><tr><td>Fair</td><td>NI/D</td></tr><tr><td>Poor</td><td>U</td></tr></table> <p>Or Median SGP</p>	Superior or Excellent	HE	Good	E	Fair	NI/D	Poor	U
Superior or Excellent	HE										
Good	E										
Fair	NI/D										
Poor	U										
Type 10	Guidance Counselors, Academic Coaches, School Psychologists, Therapists, Speech Pathologists, Athletic Directors, Media Specialists, and Staffing Specialists, Interventionists	Schoolwide Combined VAM	Schoolwide Combined VAM for the schools they serve								

Instructional Type	Grade	Assessment 20146-20158	Notes
Type 11	<p>Adult General Education includes:</p> <p>ABE/GED/ELL/AHS/CTE</p> <p>ABE Beginning Literacy</p> <p>ABE Beginning</p> <p>ABE Low Intermediate</p> <p>ABE High Intermediate</p> <p>ASE Low</p> <p>ESL Beginning Literacy</p> <p>ESL Low Beginning</p> <p>ESL High Beginning</p> <p>ESL Low Intermediate</p> <p>ESL High Intermediate</p> <p>ESL Advanced</p>	GED, TABE, CASAS, Industry Certifications	<p>Completions based on enrollment</p> <p>Literacy Completion Points</p> <p>Occupational Completion Points</p> <p>Percentage of students eligible to test earning industry certifications</p> <p>75% or greater - Highly Effective</p> <p>50 - 74% - Effective</p> <p>25 - 49% - Needs Improvement</p> <p>0 – 24 - Unsatisfactory</p> <p>Note: The target is the number of students as a percentage of eligible test takers successfully passing the exam. These students are enrolled on an inconsistent basis. Basic Ed students must reach 50 hours and ESOL students must have 70 hours of instruction. Attendance is not compulsory and after a student misses 6 consecutive class periods is withdrawn with on one (1) pass per semester.</p>

Dated: December 5, 2016

UNITED TEACHERS OF MONROE
LOCAL 3709, FEA, AFT, NEA

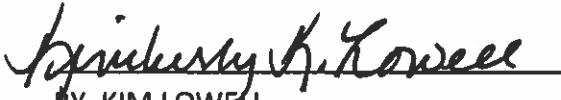


BY, HOLLY HUMMELL-GORMAN
PRESIDENT

THE DISTRICT SCHOOL BOARD
OF MONROE COUNTY, FLORIDA



BY, MARK T. PORTER
SUPERINTENDENT



BY, KIM LOWELL
VICE-PRESIDENT

BY JOHN R. DICK
BOARD CHAIRMAN

