



SCBE Monthly Key Performance Indicators

November 2018



November Key Performance Indicators (KPIs)

All of this month's KPIs are aligned to **Priority 3** of Destination 2025, developing teachers, leaders, and central office staff to drive student success.

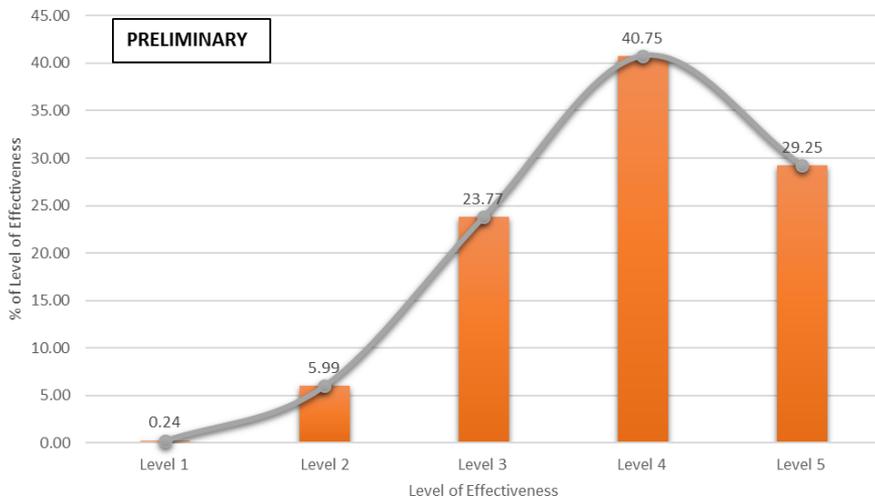
<u>November 2018</u>
Priority 3, KPI 2: Percent of teachers by overall TEM score
Priority 3, KPI 4: Teacher TEM observation ratings
Priority 3, KPI 10: Central office evaluation ratings
Priority 3, KPI 1: Teacher retention rates after 1 – 5 years of service



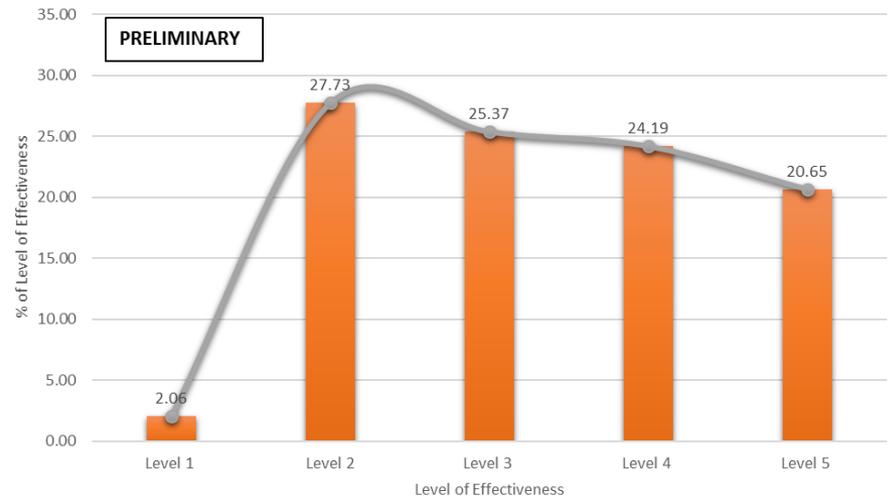
Teacher and Administrator Effectiveness

94% teachers and 70% of school administrators met or exceeded expectations on their overall evaluation scores. **Note that these scores are preliminary because educators can choose to nullify 2017-18 evaluation scores due to problems with TNReady testing this past spring.**

Level of Effectiveness Ratings for Teachers (SY 2017-2018)



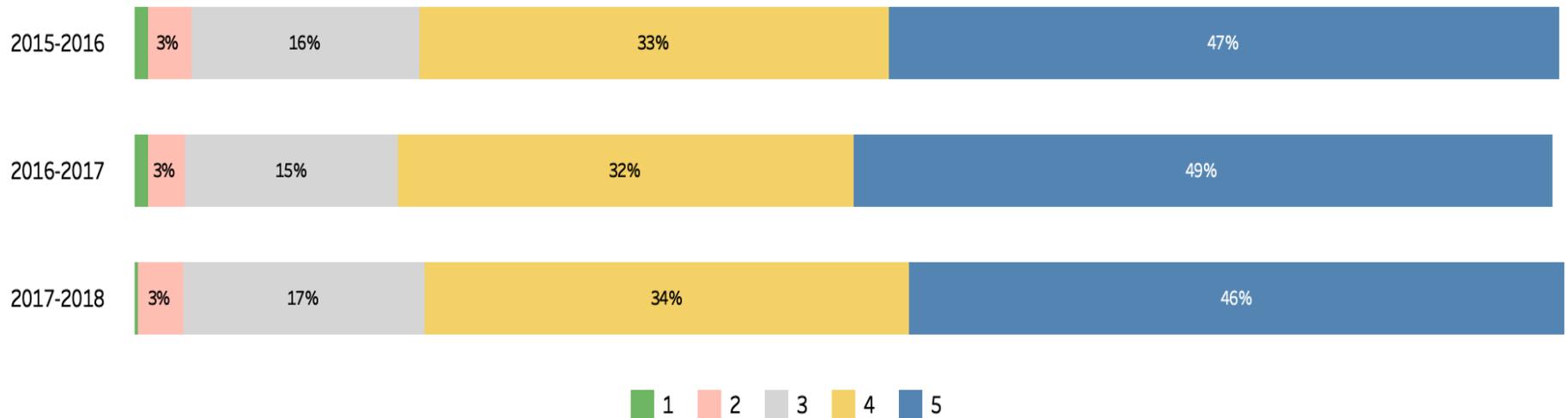
Level of Effectiveness Ratings for Administrators (SY 2017-2018)





Teacher Observation Ratings

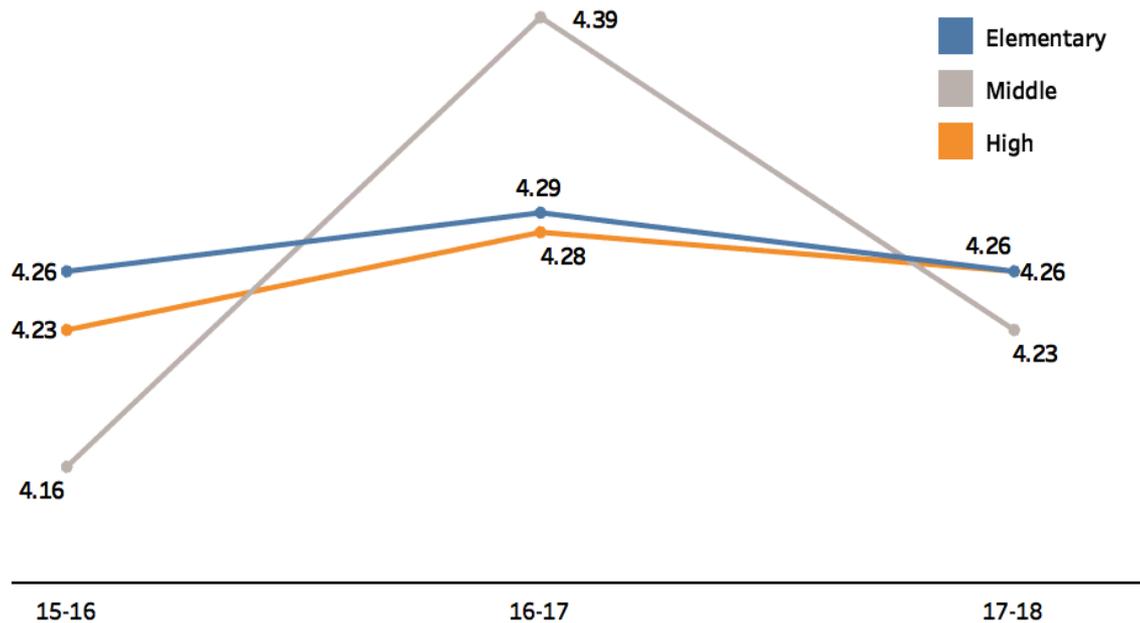
The following displays the distribution of teacher observation scores over the past three academic years. In 2017-18, teachers receiving a mean observation rating of 5 decreased by three percentage points.





Teacher Observation Ratings

The following displays mean observation scores for Elementary, Middle, and High School teachers over the past three academic years.



Elementary school teacher ratings showed no net increase over the course of three years, while high school teacher ratings increased by 0.03. The largest net gain occurred at the middle school level with an increase from 4.16 to 4.23.



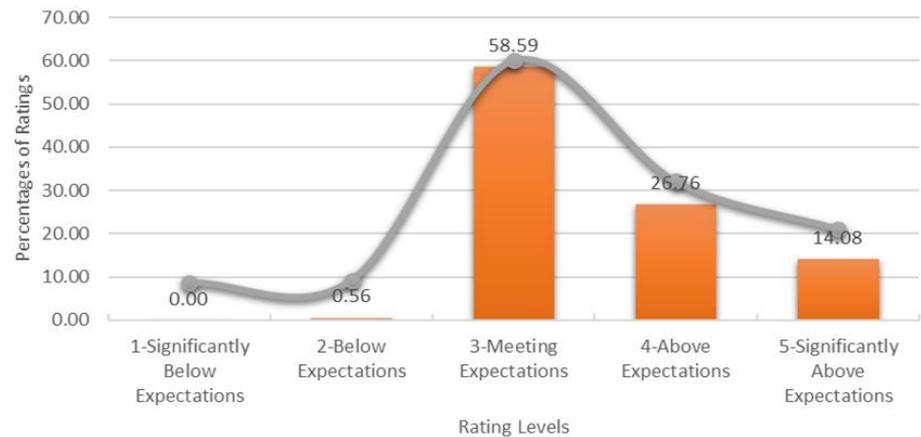
Non-Instructional Employee (NIE) Evaluations

The completion rate for full-time Non-Instructional Employee (NIE) evaluated 2017-2018 was 89%. Ninety-eight percent of direct reports and 99% of supervisors met or exceeded expectations. District report scores clustered around a score of five, while supervisor scores clustered around a score of 3.

Direct Report Overall Performance



Supervisor Overall Performance

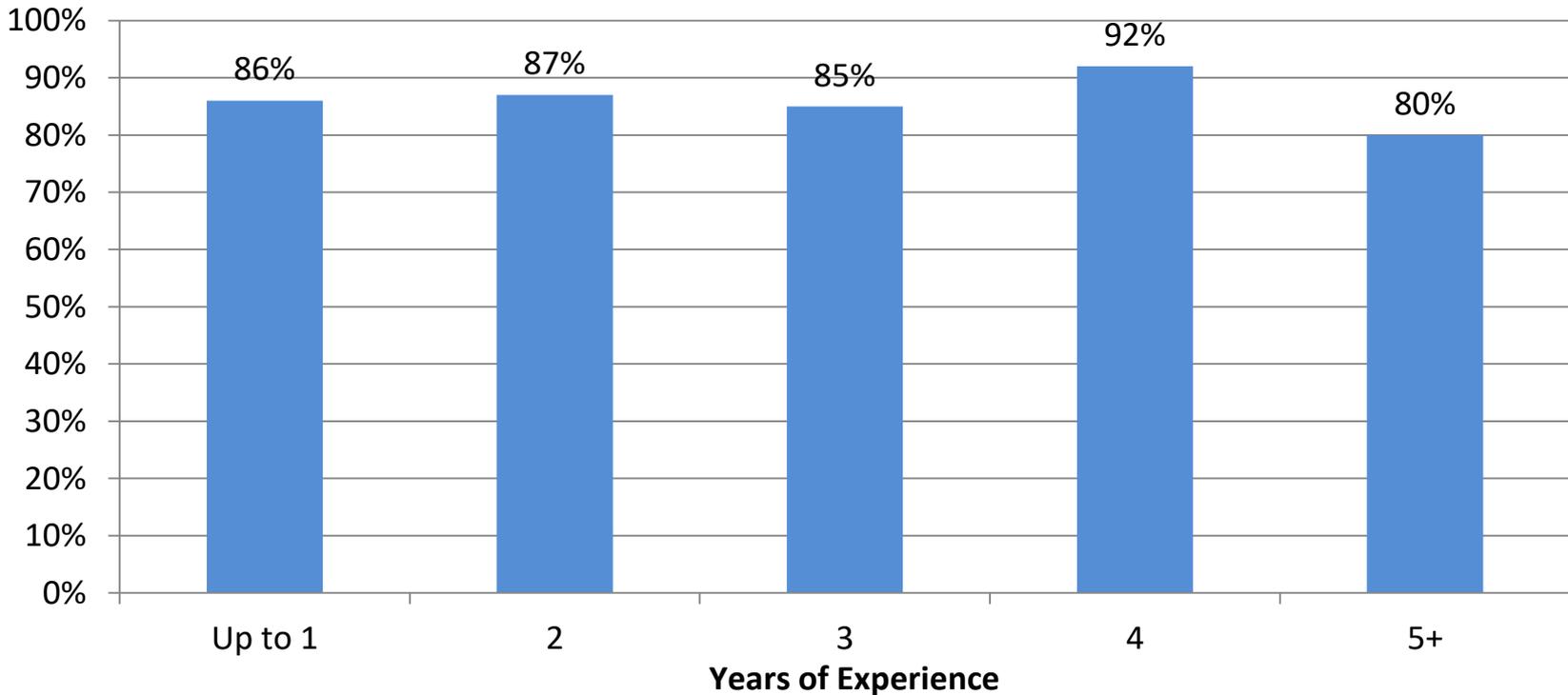




Teacher Retention

Grouped by years of experience, the teacher retention rate from 2017-18 to 2018-19 did not vary much. Teachers with four years of experience had the highest retention rate, and teachers with five or more years had the lowest rate.

**One-Year Teacher* Retention Across Years of Experience
From 2017-18 to 2018-19**

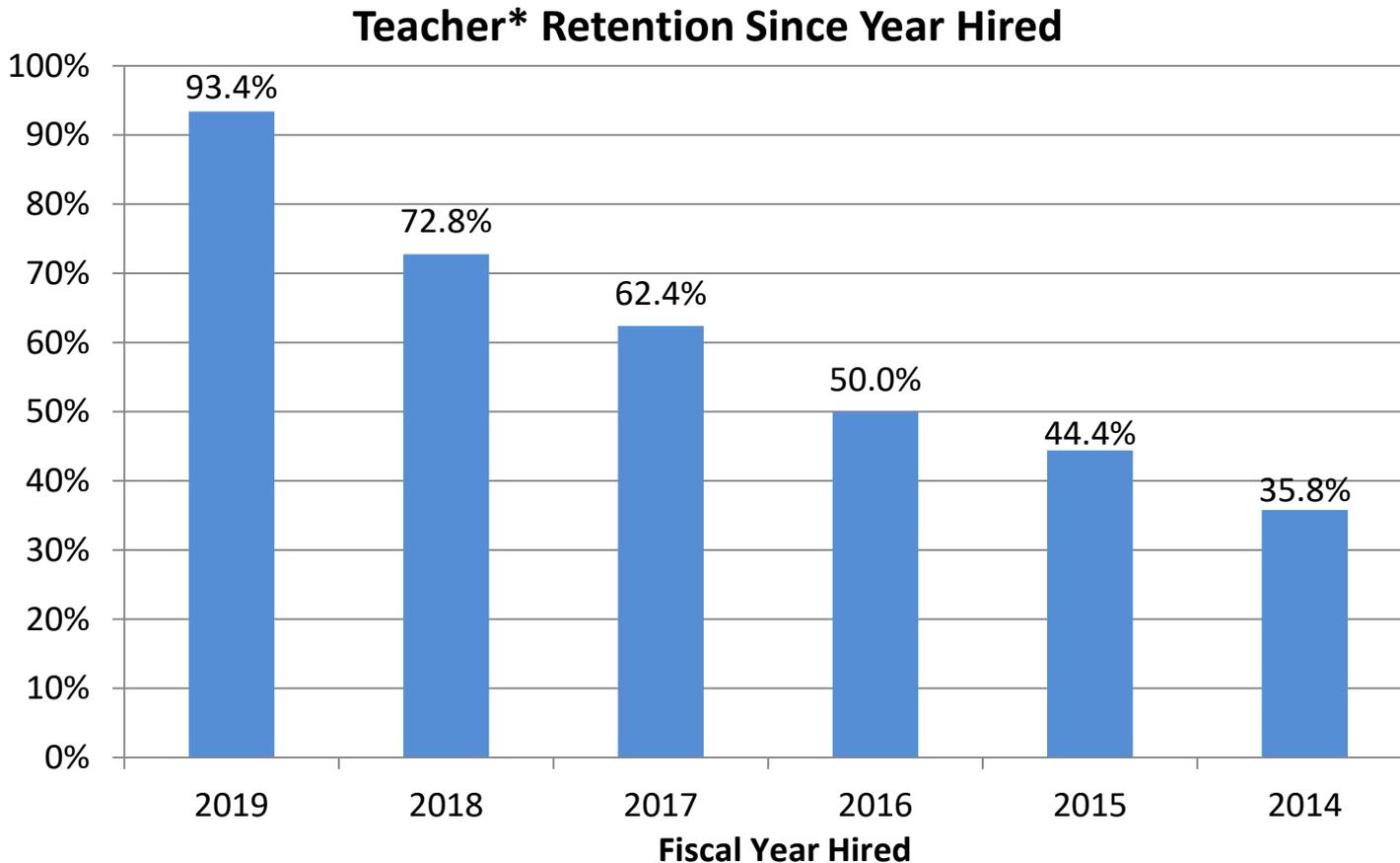


*Excluding psychologists and social workers



Teacher Retention

When looking at retention of all teachers hired during a given fiscal year, this rate declines fairly steadily over time. Less than half of the teachers originally hired in 2013-14 and 2014-15 are still with the District.



*Excluding psychologists and social workers



District Recommendations

- Conduct ongoing professional development to school- and central office-based supervisors on providing rigorous feedback to direct reports
- Align teacher observation feedback and evidence more closely with instructional standards and student outcomes
- Roll out a new employee engagement program to recognize top performers and strengthen morale



Next Month's Key Performance Indicators

January 2019

Priority 2, KPI 10: % of students meeting ACT college-readiness benchmarks

Priority 2, KPI 7: AP course participation rates & scores by subgroup

Priority 2, KPI 8: #/% students taking dual-enrollment courses

Priority 4, KPI 4: # course options, advanced options available

Priority 2, KPI 11: #/% of students graduating w/ professional certifications

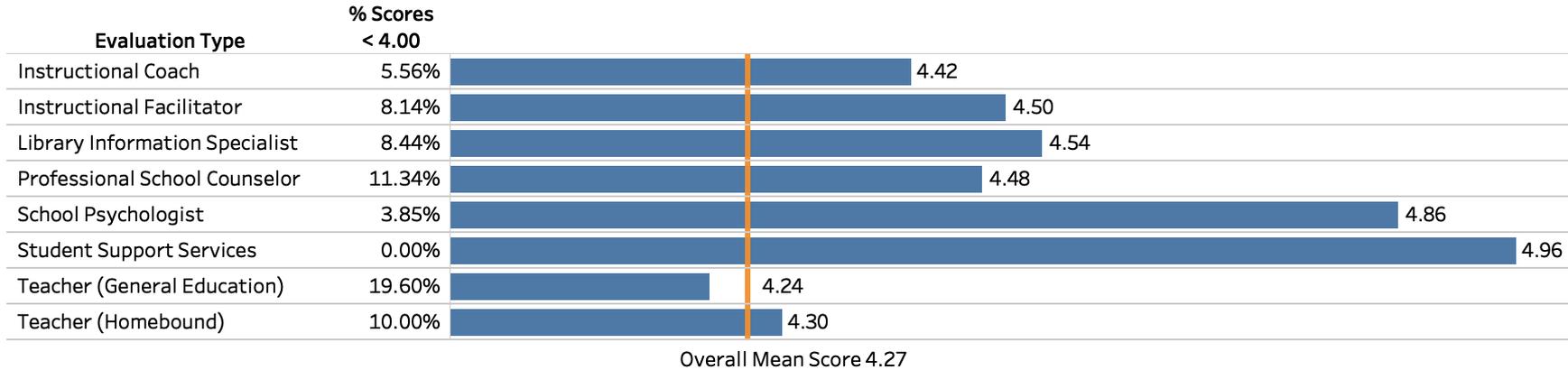


APPENDIX



Teacher Observation Ratings

The following displays mean observation scores by evaluation type.

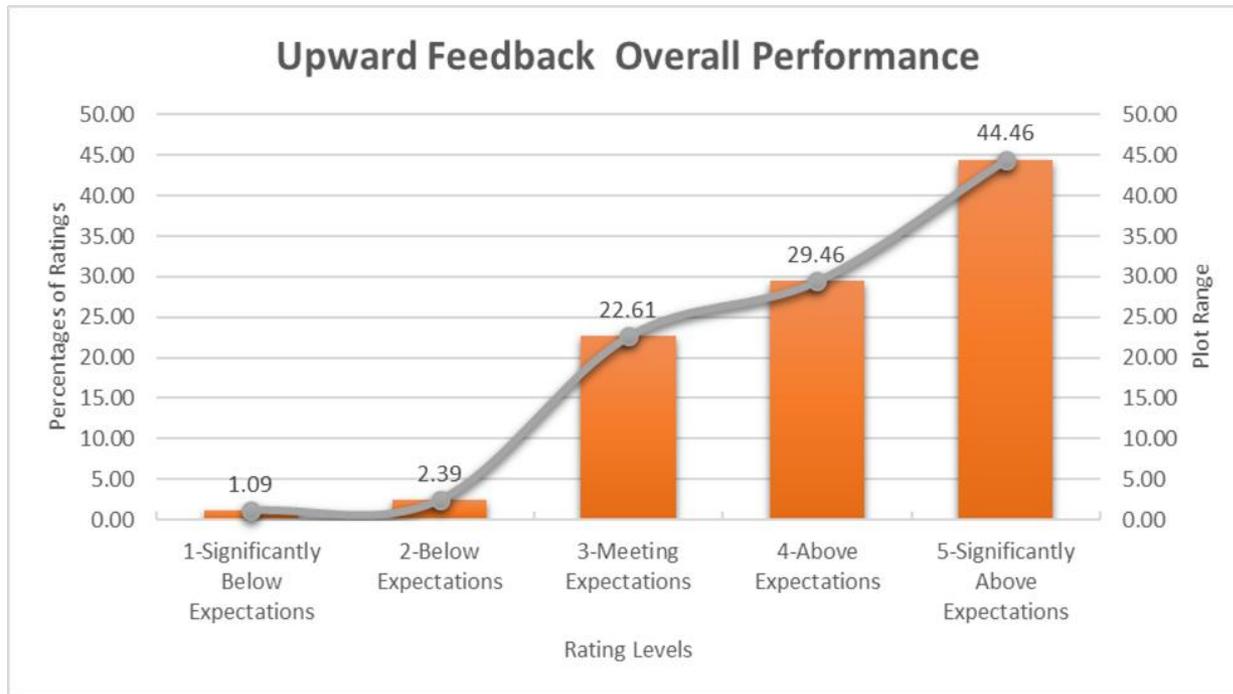


Teacher (General Education) and Teacher (Homebound) evaluation types have scores that cluster around the mean score of all observations. The other evaluation types are well above the mean. The lower scores for the two teacher evaluation types can be explained by the composition of the groups. The other six evaluations require special skills and experience beyond that of the Teacher (General Education) and Teacher (Homebound) evaluation types which contain a larger number of new and developing teachers and larger numbers of scores below 4.00.



Upward Feedback (NIE)

Upward feedback ratings indicated that 97% of supervisors met or exceeded expectations.





Appendix

