



PUBLIC SCHOOLS OF NORTH CAROLINA

DEPARTMENT OF PUBLIC INSTRUCTION | June St. Clair Atkinson, Ed.D., *State Superintendent*

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TO Superintendents
Associate Superintendents for Curriculum and Instruction
Human Resource Directors
Testing and Accountability Directors/Coordinators
Charter School Directors

FROM Rebecca Garland 

STATE BOARD OF EDUCATION ACTIONS REGARDING EDUCATOR EFFECTIVENESS

Last week, the State Board of Education (SBE) took action on two policies related to educator effectiveness. The Board made revisions to TCP-C-006, an existing policy on educator effectiveness, and created a new GCS policy on the use of state-designated assessments for educator effectiveness. This memo provides summaries of each of the Board's actions.

Use of State-Designated Assessments for Educator Effectiveness

The SBE approved a new policy related to the use of state assessments in the educator effectiveness system. Under this policy:

- The Measures of Student Learning: NC's Common Exams will now be known as NC Final Exams.
- The assessments used to determine the rating for Standard Six of the NC Teacher Evaluation Process are the End-of-Grade assessments, End-of-Course assessments, NC Final Exams, K-3 Checkpoints, Career and Technical Education State Assessments, Analysis of Student Work, and locally determined processes. These assessments are also used to determine the rating for Standard Eight of the NC School Executive Evaluation Process.
- In accordance with state law, districts and charter schools must administer the NC Final Exams during the last five days of the course for block or semester courses or the last ten days of the course for yearlong courses.
- Public schools are to use the NC Final Exams as the only final exam administered in a course or grade or subject in which an exam is available. Teachers may not administer additional final exams.
- In high school courses, the student's score on a NC Final Exam and an End-of-Course Exam will constitute, at a minimum, 20 percent of his or her final grade for the course.

ACADEMIC SERVICES AND INSTRUCTIONAL SUPPORT

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AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

- Districts and participating charter schools may not exempt students from the NC Final Exams. This policy also prohibits the exemption of students who are failing a course or grade/subject.
- All eligible students enrolled in a course or grade or subject with an NC Final Exam shall take the assessment, with or without accommodations.
 - However, a teacher is not required to administer an NC Final Exam in Grades 4, 6, or 7 Science to his or her students if the educator will have a value-added score during that school year from End-of-Grade assessments in English Language Arts and/or Mathematics. If districts elect to administer the exams, the scores will be included in the teacher's value-added score.
 - Additionally, a teacher is not required to administer an NC Final Exam in Grades 4, 5, 6, 7, or 8 Social Studies if the educator will have a value-added score during that school year from End-of-Grade assessments in English Language Arts, Mathematics, and/or Science. If districts elect to administer the exams, the scores will be included in the teacher's value-add score.

The Department of Public Instruction is in the process of updating all of the resources and materials on the NC Final Exams to reflect the new name and these new policies.

Educator Effectiveness Status and Consequences Based on Status

The SBE approved several changes to TCP-C-006, the policy that sets out definitions for educator effectiveness status.

- In lieu of the use of the NC Final Exams, Career and Technical Education State Assessments, or Analysis of Student Work, local districts and charter schools may submit plans to use their own locally-developed assessments for measuring growth and determining a teacher's Standard Six rating. The SBE must approve the district or charter school's plan before its implementation. The Department of Public Instruction will make available a template for submission of local assessments and a set of criteria that will be used to review each plan. Districts and charter schools will be able to submit plans during the 2013-14 school year for approval, with implementation in the 2014-15 school year.
- In lieu of the use of the NC Final Exams, Career and Technical Education State Assessments, or Analysis of Student Work, local districts and charter schools may submit plans to use school-wide growth measures to determine a teacher's Standard 6 rating. The SBE must approve the district or charter school's plan before its implementation. The Department of Public Instruction will make available a request form for the use of school-wide growth measures. Districts and charter schools will be able to submit plans for approval and implementation in the 2013-14 school year.
- Please note that the K-3 Checkpoints, End-of-Grade assessments and End-of-Course assessments must be used to determine the Standard Six ratings for teachers who administer those exams, as well as the Standard Eight rating for administrators in schools in which the exams are administered.

The SBE approved the following policies contingent on the United States Department of Education's approval of the State's amendment to its Race to the Top plan and waiver from the Elementary and Secondary Education Act. At this time, the State does anticipate federal approval of the amendment.

- Teachers and school administrators with three years of individual student growth data from the 2012-13, 2013-14, and 2014-15 school years will receive a status of "effective," "highly effective," or "in need of improvement" in the fall of the 2015-16 school year. For these individuals, the stronger two years of student growth data will be used to determine the status. After the 2015-16 school year, the status will be determined with a three-year rolling average of student growth data.
- There will be no state-mandated consequences for a status of "in need of improvement" awarded at the beginning of the 2015-16 school year.
- The SBE will approve policies that require consequences for educators who are awarded statuses of "in need of improvement" at the beginning of the 2016-17 school year.
- At this time, the SBE has not approved policy around the state-mandated consequences for educators who are "in need of improvement" at the beginning of the 2016-17 school year.

If you have questions about the NC Final Exams, please contact Dr. Nancy Carolan, Section Chief for Testing Policy and Operations in Accountability Services, at Nancy.Carolan@dpi.nc.gov or (919) 807-4160. If you have any questions about educator effectiveness, including the timeline shifts described above, please email Educator.Effectiveness@dpi.nc.gov.

RBG:jp

c: Dr. June St. Clair Atkinson, State Superintendent
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