

Performance Goals and Objectives for Achievement and Achievement Gap Closure (2015-16)

Step 1: Minimum Performance Goal

The minimum performance goal is designed to identify a limited number of districts that are not meeting the lowest acceptable threshold for improvement. A district that does meet this goal is one whose students are regressing in most or all subject/grade content areas in any one of the three categories – achievement, TVAAS, or gap closure. These districts will be designated as *In Need of Improvement*.

- The achievement goal will be determined by the change in relative performance of the district in terms of percentile rank.
 - District performance will be judged based on the percentile rank of the district in terms of the percent of proficient or advanced students using 2015 assessment results compared to the percentile rank of the district on the same metric using 2016 assessment results.
 - Districts that have maintained or improved their relative performance in at least 25 percent of applicable grade-content areas will meet the criteria to earn that key.
- The TVAAS goal will be unaffected by the transition to TNReady.
 - At least 25 percent of content areas at or above level 3 TVAAS growth will be required to earn this key.
- The gap closure goal will be determined by the relative rank of the district’s percent of students in the super subgroup (Black/Hispanic/Native American, Economically Disadvantaged, English Language Learners and Students with Disabilities combined).
 - District performance will be judged based on the percentile rank of the district in terms of the percent of students performing at below basic using 2015 assessment results compared to the percentile rank of the district on the same metric using 2016 assessment results.
 - Districts that have maintained or improved their relative performance in at least 25 percent of applicable grade-content areas will meet the criteria to earn that key.

| Content Area | Achievement Key Goal | TVAAS Key Goal | Gap Closure (Below Basic) Key Goal |
|---------------------------|-------------------------|------------------|------------------------------------|
| 3-5 Math | >= 2015 Percentile Rank | >= Level 3 TVAAS | >= 2015 Percentile Rank |
| 3-5 English Language Arts | >= 2015 Percentile Rank | >= Level 3 TVAAS | >= 2015 Percentile Rank |
| 6-8 Math | >= 2015 Percentile Rank | >= Level 3 TVAAS | >= 2015 Percentile Rank |
| 6-8 English Language Arts | >= 2015 Percentile Rank | >= Level 3 TVAAS | >= 2015 Percentile Rank |
| HS Math** | >= 2015 Percentile Rank | >= Level 3 TVAAS | >= 2015 Percentile Rank |
| HS English Language Arts* | >= 2015 Percentile Rank | >= Level 3 TVAAS | >= 2015 Percentile Rank |
| Graduation Rate | >= 2015 Percentile Rank | | N/A |
| ACT*** | >= 2015 Percentile Rank | >= Level 3 TVAAS | N/A |
| <i>Overall Goal:</i> | At least 25% met | At least 25% met | At least 25% met |

* High School English includes English I, English II, and English III

** High School Math includes Algebra I, Geometry, and Algebra II OR Integrated Math I, II, and III

*** ACT includes average ACT composite score of same class used to calculate graduation rate, which is the prior year graduating cohort.

Step 2: Achievement Performance Goal

The relative performance and TVAAS pathways will determine the achievement performance goal during the first year of TNReady in 2015-16. Districts will earn the higher of the scores under each pathway for the individual content area as defined below.

| Points | Definition | Relative Achievement Goal (% Proficient/Advanced) | TVAAS Goal |
|--------|---|--|------------|
| 0 | Regressing or no improvement. | District rank is more than 10 percentage points less than prior year based on %PA | Level 1 |
| 1 | Improvement, but not meeting growth expectation or performance goal. | District rank is less than prior year but not by more than 10 percentage points based on %PA | Level 2 |
| 2 | Meeting growth expectation or performance goal. | District rank is the same as prior year based on %PA | Level 3 |
| 3 | Exceeding growth expectation or performance goal. | District rank is greater than prior year but less than 10 percentage points greater based on %PA | Level 4 |
| 4 | Greatly exceeding growth expectation or performance goal. | District rank is at least 10 percentage points greater than prior year based on %PA | Level 5 |

Sample district performance:

| Content Area | Relative Achievement | TVAAS | Best Score |
|------------------------------------|----------------------|-------|-------------|
| 3-5 Math | 3 | 0 | 3 |
| 3-5 English Language Arts | 1 | 0 | 1 |
| 6-8 Math | 1 | 1 | 1 |
| 6-8 English Language Arts | 1 | 2 | 2 |
| HS Math | 0 | 4 | 4 |
| HS English Language Arts | 4 | 2 | 4 |
| Graduation Rate | 0 | N/A | 0 |
| ACT | 1 | 4 | 4 |
| District Achievement Status | | | 2.38 |

Achievement status:

- **Progressing (>0 to <2.00)**: District is improving on average but falling short of growth expectation
- **Achieving (2.00 to <3.00)**: District is meeting growth expectation on average
- **Exemplary (3.00 and above)**: District is exceeding growth expectation on average

Step 3: Gap Closure Performance Goal

The gap closure status determination will have two pathways available in the year one of TNReady. The first pathway will be based on the relative rank of each of the district's four underperforming subgroups: Black/Hispanic/Native American (BHN), Economically Disadvantaged (ED), English Language Learners (ELL) and Students with Disabilities (SWD). Performance will be compared to other districts across the state in terms of the percent of students in the subgroup who are proficient or advanced. For the second pathway, TVAAS will be calculated for the subgroups. Districts will earn the higher of the scores under each pathway for the individual content area for each subgroup as defined below.

| Points | Definition | Subgroup Relative Achievement Goal (% Proficient/Advanced) | Subgroup TVAAS Goal |
|--------|---|--|---------------------|
| 0 | Regressing or no improvement. | District rank is more than 10 percentage points less than prior year based on %PA | Level 1 |
| 1 | Improvement, but not meeting growth expectation or performance goal. | District rank is less than prior year but not by more than 10 percentage points based on %PA | Level 2 |
| 2 | Meeting growth expectation or performance goal. | District rank is the same as prior year based on %PA | Level 3 |
| 3 | Exceeding growth expectation or performance goal. | District rank is greater than prior year but less than 10 percentage points greater based on %PA | Level 4 |
| 4 | Greatly exceeding growth expectation or performance goal. | District rank is at least 10 percentage points greater than prior year based on %PA | Level 5 |

Sample district performance:

| <u>Best Score</u> Content Area | BHN | ED | ELL | SWD |
|------------------------------------|--------------|--------------|-------------|--------------|
| 3-5 Math | 2 | 2 | 1 | 2 |
| 3-5 English Language Arts | 0 | 0 | 0 | 1 |
| 6-8 Math | 1 | 1 | . | 1 |
| 6-8 English Language Arts | 2 | 2 | . | 2 |
| HS Math | 1 | 2 | . | 2 |
| HS English Language Arts | 3 | 3 | . | 1 |
| Graduation Rate | 0 | 0 | . | 0 |
| ACT | TBD | TBD | TBD | TBD |
| Subgroup Average | 1.286 | 1.429 | .500 | 1.286 |
| District Gap Closure Status | | | | 1.13 |

Gap Closure status:

- **Progressing (>0 to <2.00)**: District is improving on average but falling short of growth expectation
- **Achieving (2.00 to <3.00)**: District is meeting growth expectation on average
- **Exemplary (3.00 and above)**: District is exceeding growth expectation on average

Step 4: Final District Determination

To arrive at the final district determination, the average for the Achievement and Gap Closure goals is calculated and applied to the scale below.

| Achievement & Gap Closure Average (Range) | District Determination | Description of District's Overall Performance |
|---|------------------------|---|
| > 0.00 and < 2.00 | Progressing | On average, the district is making progress but not meeting expectations. |
| ≥ 2.00 and < 3.00 | Achieving | On average, the district is meeting but not exceeding expectations. |
| ≥ 3.00 | Exemplary | On average, the district is exceeding expectations. |

Sample district performance:

| Status | Average | Determination | Average Score | Final Determination |
|-------------|---------|---------------|---------------|---------------------|
| Achievement | 2.38 | ACHIEVING | 1.69 | PROGRESSING |
| Gap Closure | 1.13 | PROGRESSING | | |