

# Analysis of Maryland School Districts' Teacher Ratings

Presented to The Maryland State Board of Education

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WestEd



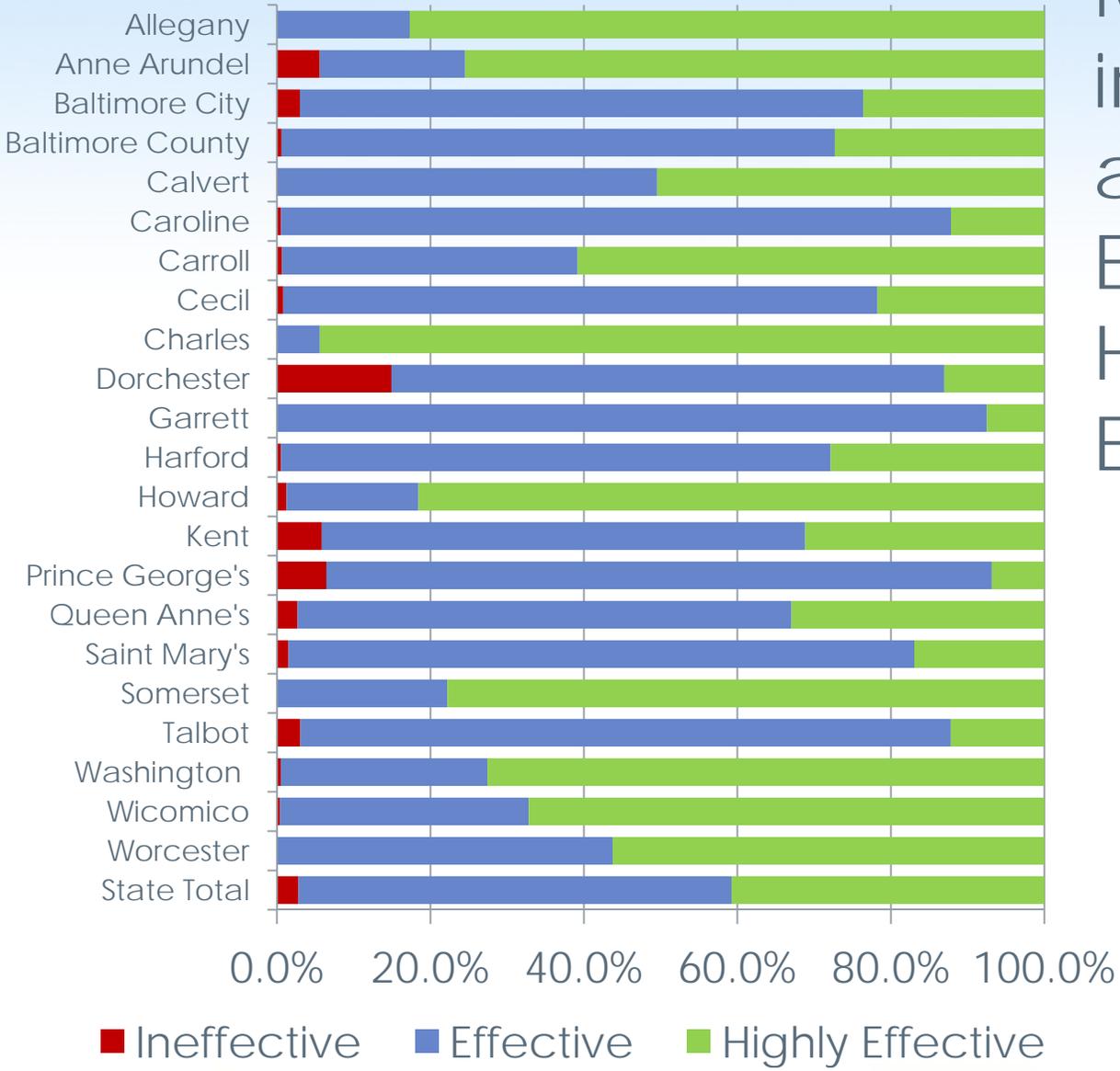
# Mid-Atlantic Comprehensive Center at WestEd



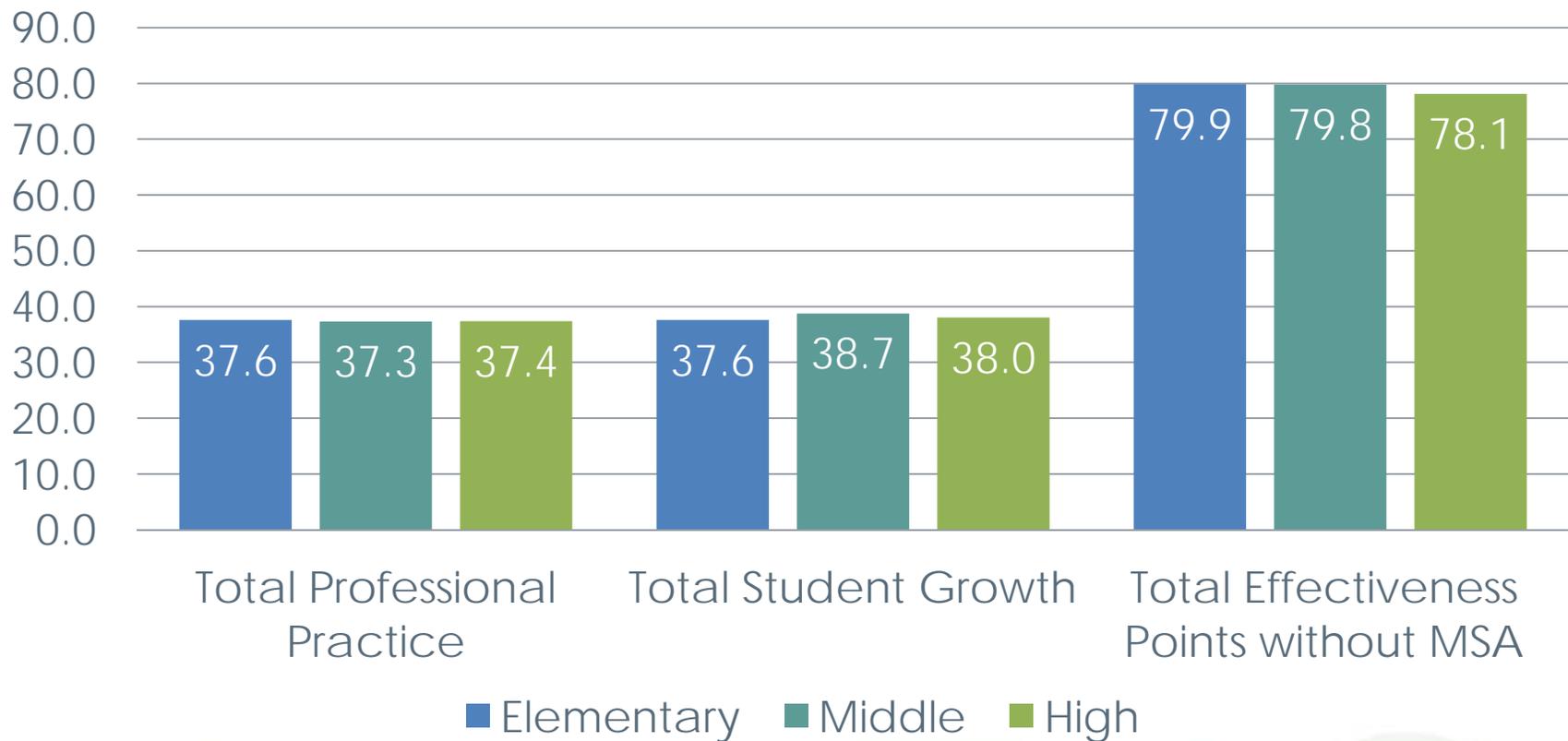
1 of 15 Federally-funded Centers supporting

- Standards and assessments
- Educator and leader effectiveness
- School turnaround
- Early childhood education
- College and career readiness and success
- Effective use of data to improve education

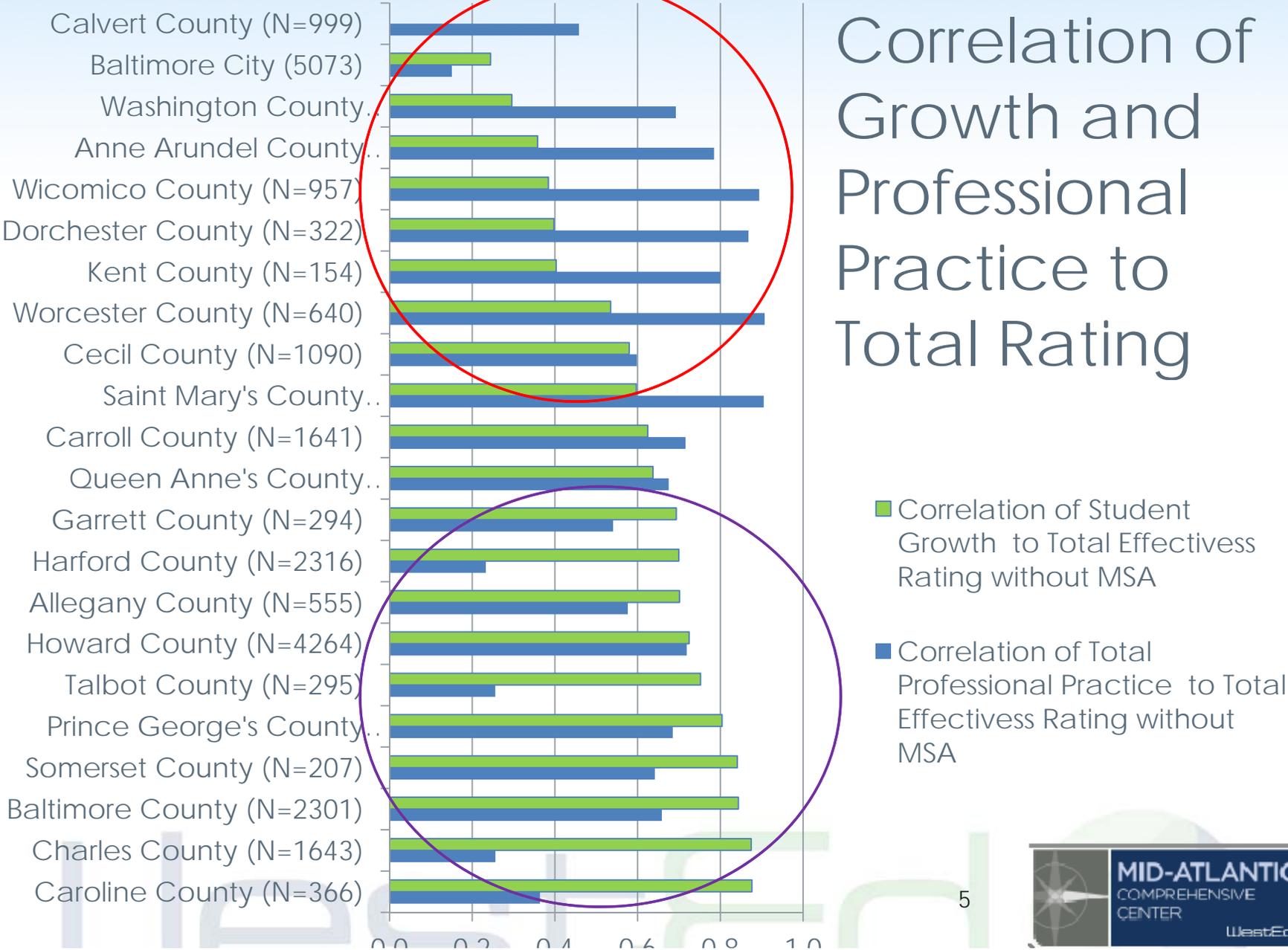
# Most Teachers in Maryland are rated Effective or Highly Effective



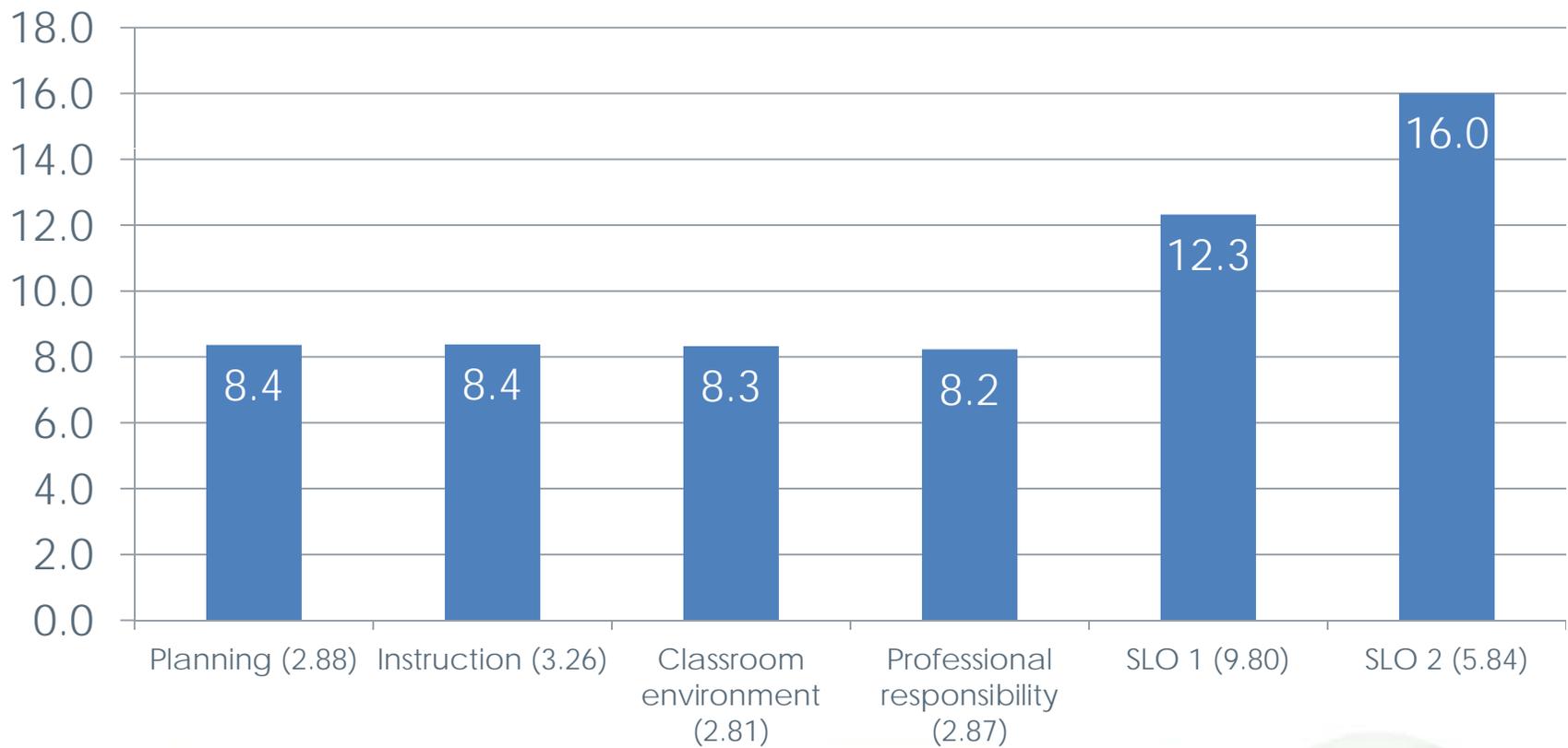
# Statewide Average Effective Points Earned for Professional Practice, Student Growth and Overall By Level of School



# Correlation of Growth and Professional Practice to Total Rating



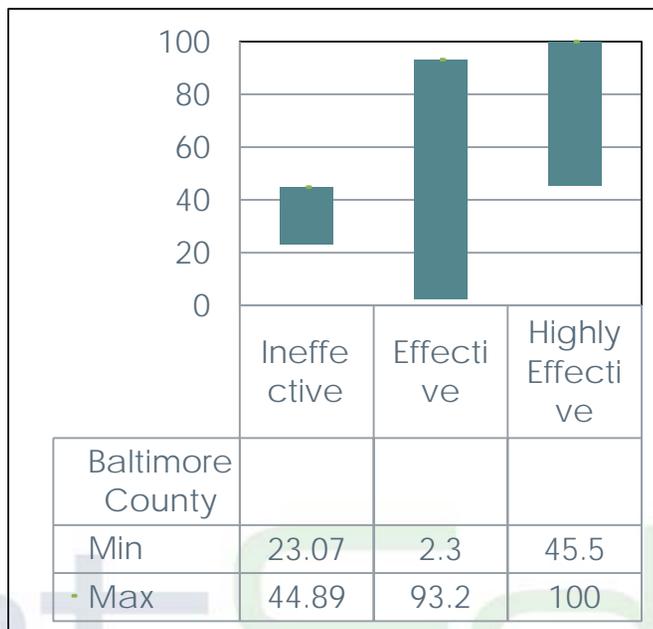
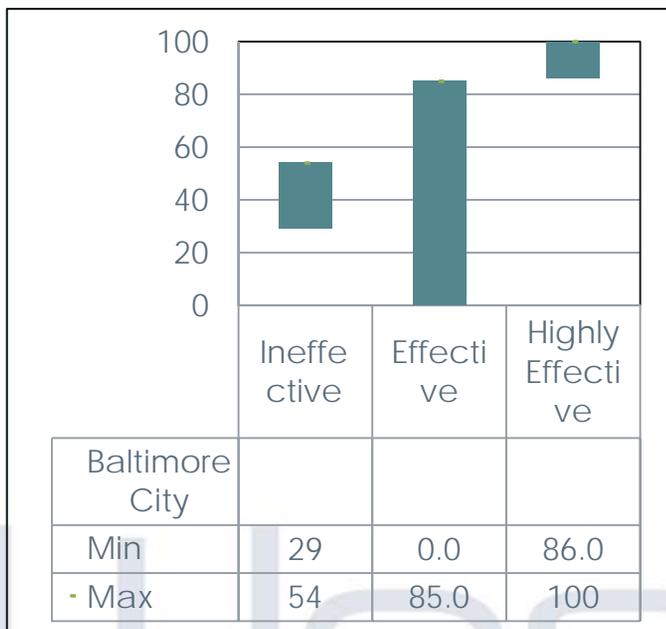
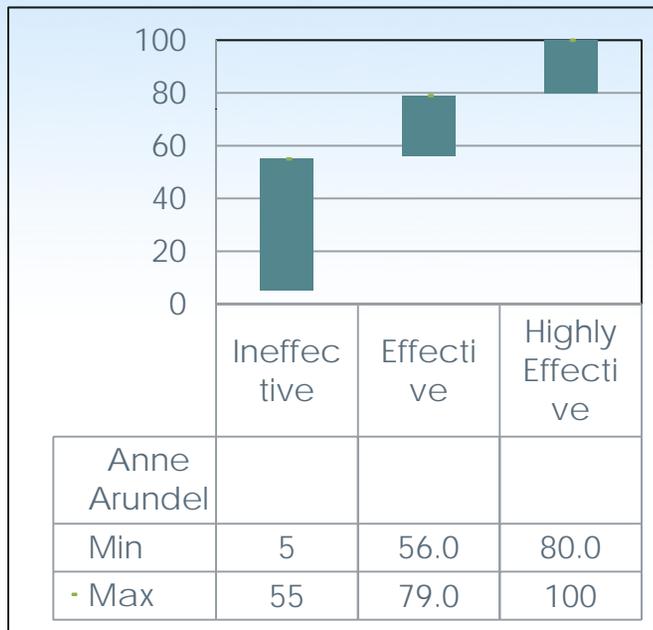
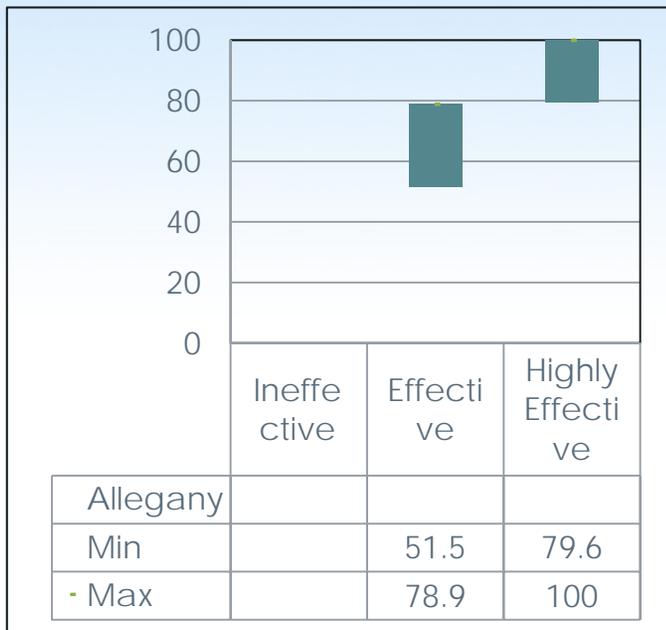
# Statewide Average Effective Points Earned for Professional Practice Components and SLOs



# Correlation of Professional Practice Components and SLOs to Total Rating

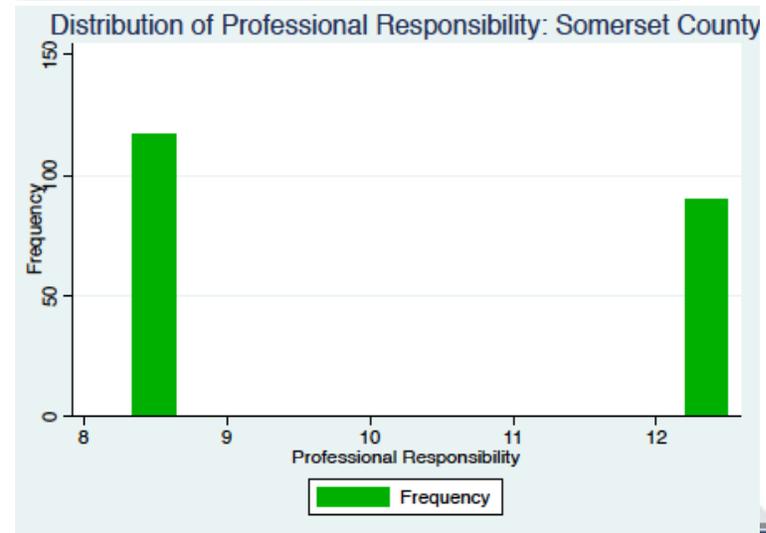
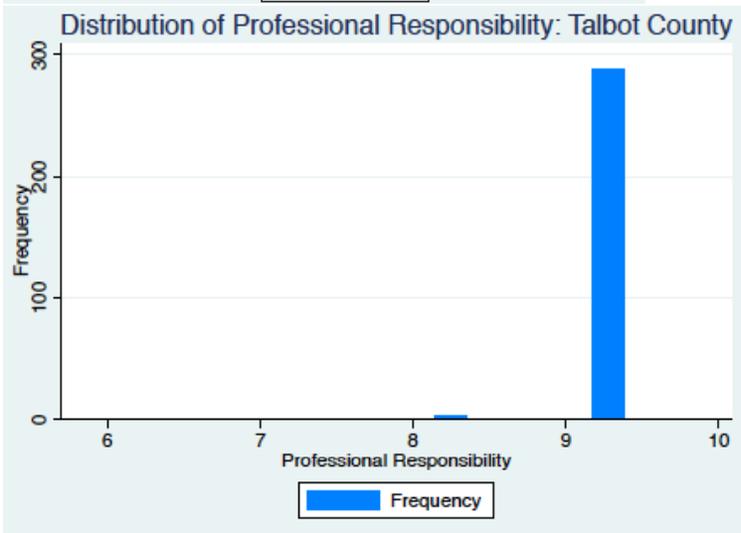
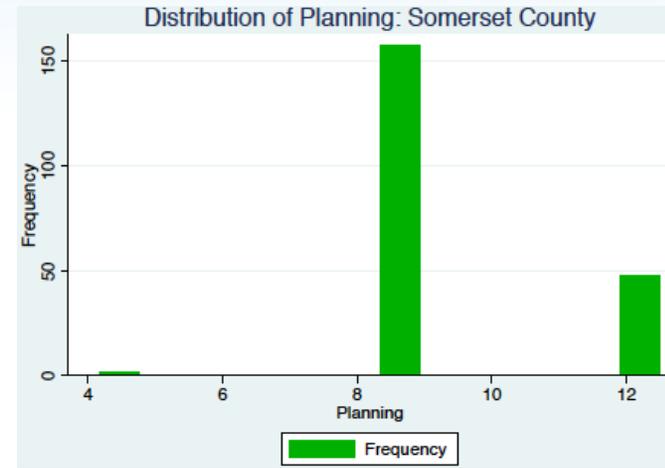
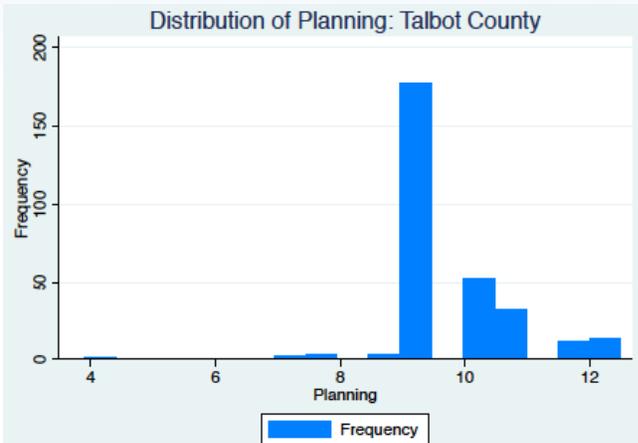
	SLO1	SLO2	Planning	Instruction	Environment	Professional
Talbot County (N=295)	0.92	0.92	0.20	0.19	0.22	0.11
Harford County (N=2316)	0.57	0.57	0.13	0.12	0.14	0.13
Charles County (N=1643)	0.71	0.73	0.22	0.23	0.23	0.22
Garrett County (N=294)	0.42	0.17	0.48	0.40	0.46	0.29
Caroline County (N=364)	0.55	0.65	0.20	0.32	0.21	0.29
Prince George's County (N=382)	0.01	0.74	0.65	0.40	0.64	0.32
Calvert County (N=999)	0.37	0.43	0.37	0.42	0.36	0.38
Cecil County (N=1090)	0.36	0.36	0.41	0.48	0.46	0.38
Allegany County (N=555)	0.36	0.39	0.48	0.54	0.53	0.44
Queen Anne's County (N=519)	0.32	0.38	0.44	0.52	0.57	0.49
Washington County (N=1370)	0.05	0.13	0.63	0.63	0.64	0.54
Baltimore County (N=2301)	0.75	0.76	0.61	0.60	0.63	0.59
Somerset County (N=207)	0.73	0.76	0.50	0.47	0.51	0.61
Anne Arundel County (N=5011)	0.23	0.24	0.69	0.71	0.67	0.63
Howard County (N=4230)	0.41	0.21	0.63	0.60	0.60	0.63
Carroll County (N=1641)	0.58	0.61	0.67	0.64	0.63	0.65
Saint Mary's County (N=1062)	0.60	0.60	0.68	0.75	0.69	0.71
Kent County (N=154)	0.34	0.34	0.79	0.80	0.79	0.80
Dorchester County (N=322)	0.32	0.39	0.84	0.84	0.85	0.85
Wicomico County (N=957)	0.33	0.38	0.86	0.84	0.87	0.86
Worcester County (N=640)	0.54	0.55	0.89	0.89	0.90	0.88
Baltimore City (N=5037)	0.18					



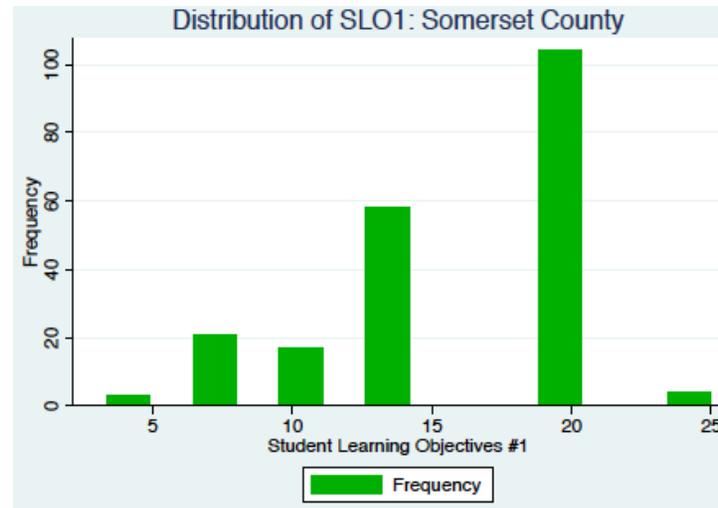
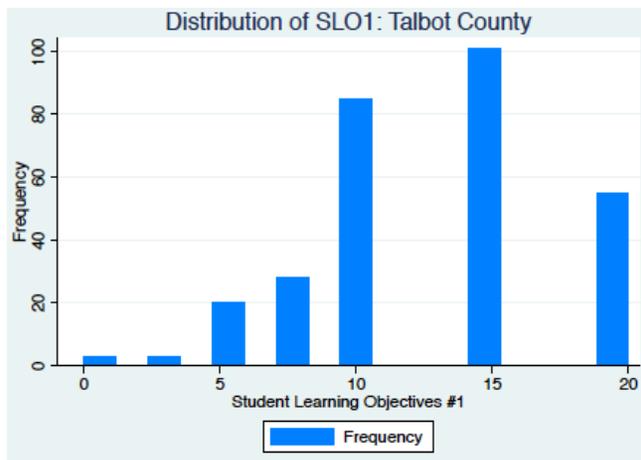
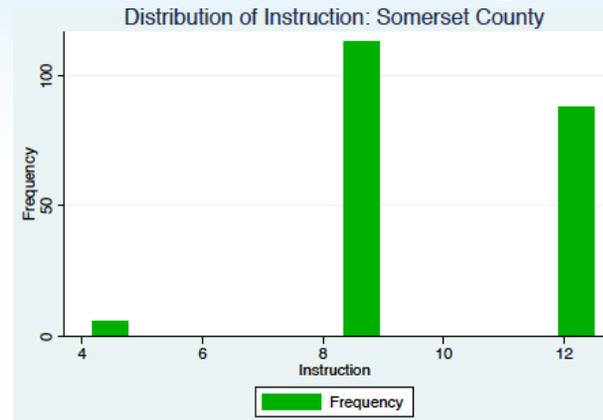
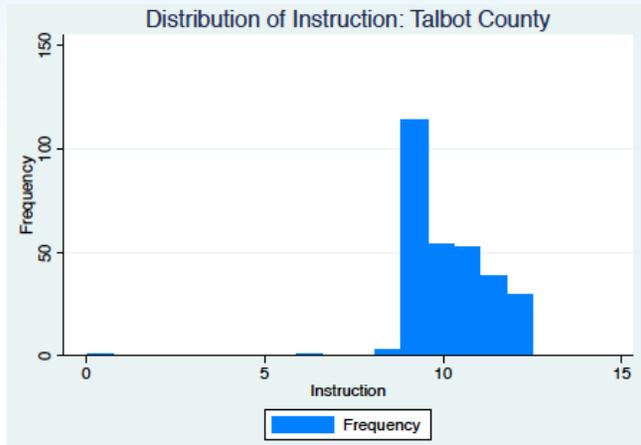


## Cut Scores for Teacher Ratings Vary By District

# Districts with Similar Evaluation Plans But Varied Distributions of Teacher Ratings



# Districts with Similar Evaluation Plans But Varied Distributions of Teacher Ratings



## Conclusions

Districts placed different emphasis on Professional Practice and Student Growth, Schools within Districts also differed in their emphasis on these factors

In many districts overall teacher ratings (Ineffective, Effective, Highly Effective) cannot be predicted with Professional Practice and Growth scores alone

# Recommendations

Focus on quality and consistency of the process of conducting SLOs and Teacher Observations

Make transparent all factors that influence the overall teacher ratings (Ineffective, Effective, Highly Effective)