



NYS Principal Growth Scores: From MGP to HEDI Ratings and Scores

August 2013

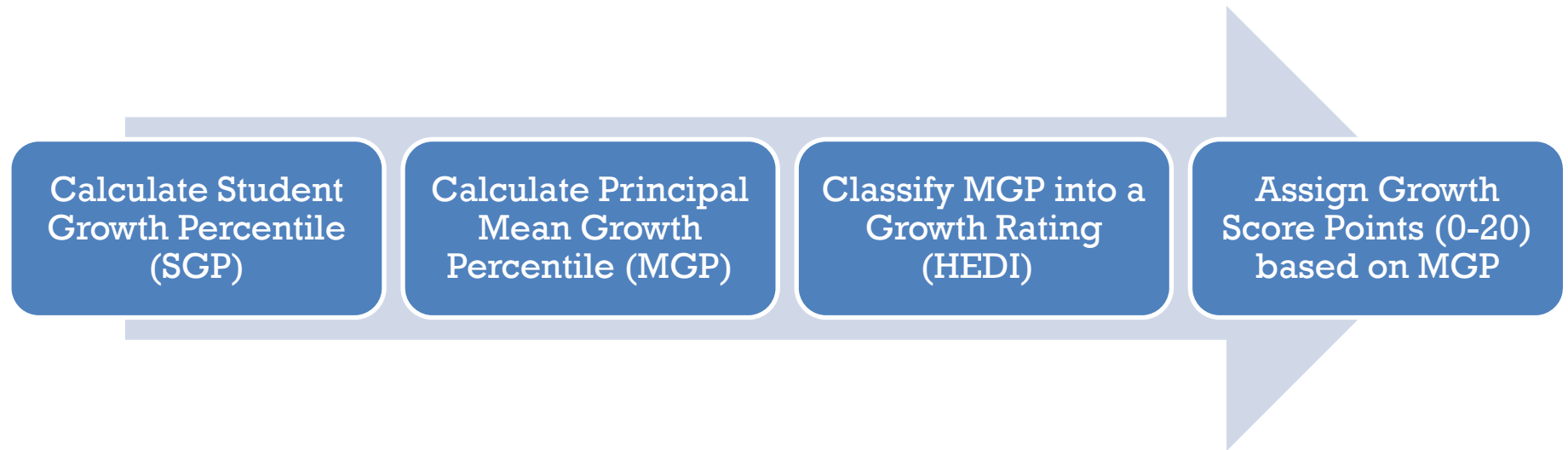


Purpose

- This document describes how student growth measures lead to classification into the 4 growth ratings (HEDI) and assignment of growth scores of 0-20 for principals.
- Three groups of principals will be discussed:
 - Those with any grades between 4-8
 - Those with all grades between 9-12
 - Those with combinations of grades 4-12 (for example, 6-12 or K-12.)

Principals, Grades 4-8

Overview: How HEDI Ratings and Scores Are Determined for Principals with Grades 4-8



What is SGP and How Is It Calculated for Principals, 4-8?

- SGP is a percentile ranking (1-99) that is assigned to each student by comparing his/her performance on this year's state math or ELA test only to that of students statewide who scored similarly on prior state tests and had similar characteristics, also known as "similar students."
- SGPs are calculated separately by subject and grade.
- Factors used to define "similar students" in the growth model for 2012–13 are below:

Grades 4-8 Principals	Similar Student Characteristics Used in 2012-13*
Academic History:	<ul style="list-style-type: none"> • Up to three years of student State exam scores, same subject • Prior year test score, different subject • Retained in grade • Average prior achievement and range around average prior score in student's class/course (same subject)
Student with Disability (SWD):	<ul style="list-style-type: none"> • SWD (Yes/No) • SWD spends less than 40 percent of time in general education setting for the entire day • Percentage of SWDs in student's class/course
English Language Learner (ELL):	<ul style="list-style-type: none"> • ELL (Yes/No) • NYSESLAT scores • Percentage of ELLs in student's class/course
Economic Disadvantage (Poverty):	<ul style="list-style-type: none"> • Poverty (Yes/No) • Percentage of students in poverty in student's class/course

*Additional characteristics may be added in the future as available and approved by the Board of Regents.

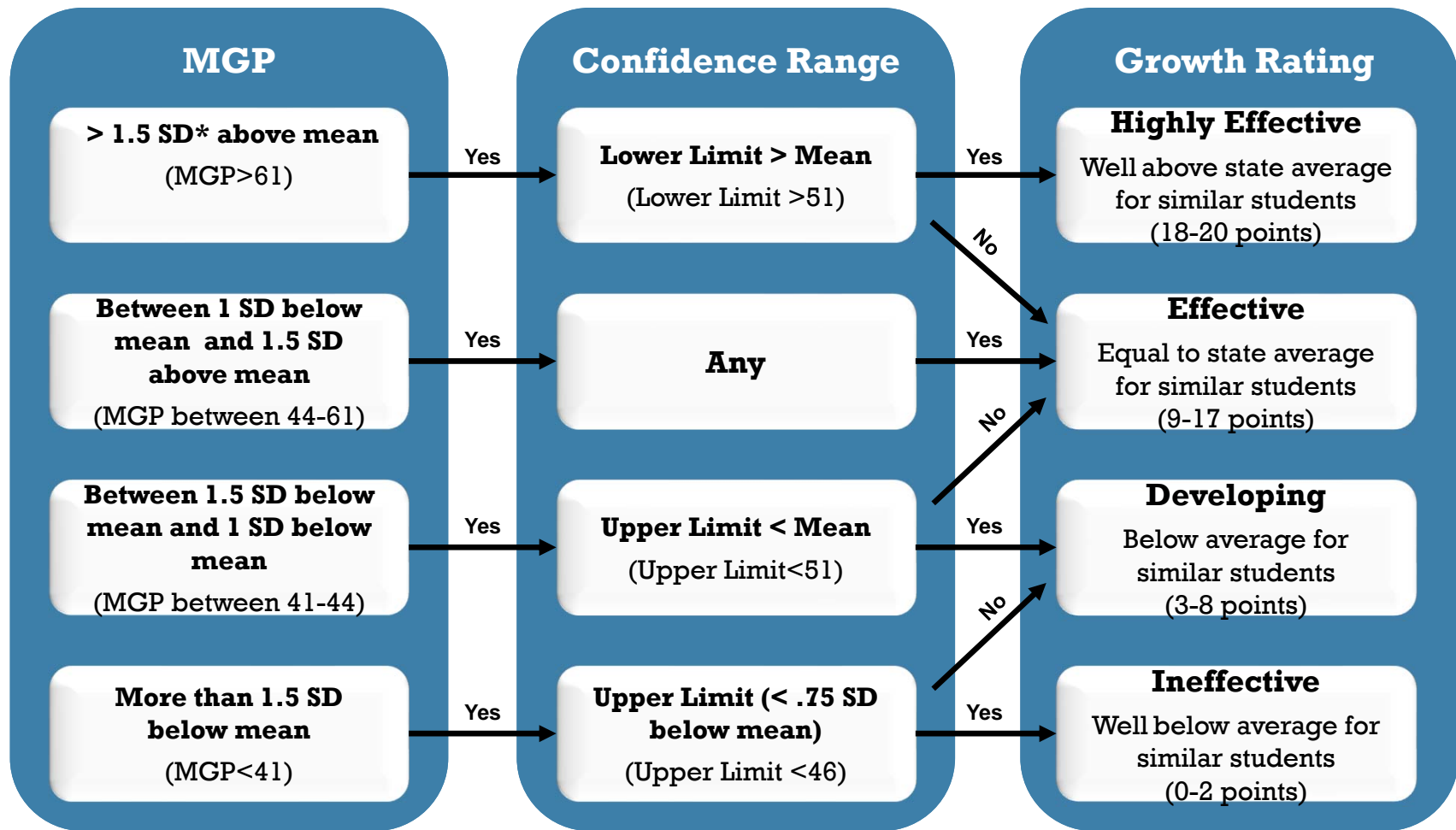
Notes: NYSED has developed numerous resources to explain how New York State calculates student growth based on State tests for 2012-13 and 2013-14. These resources are available at: <http://www.engageny.org/resource/resources-about-state-growth-measures>.

What is MGP and How Is It Calculated for Principals, 4-8?

- MGP is the average of the SGPs of all students at the school who meet the continuous enrollment requirement (i.e. who were enrolled on BEDS day and on the first day of the State assessment administration).
- Schools must have a minimum of 16 SGPs to receive a MGP.
- MGP is also reported with a confidence range, which represents the upper and lower limits on an MGP within 95% statistical confidence.

Note: NYSED has developed numerous resources to explain how New York State calculates student growth based on State tests for 2012-13 and 2013-14. These resources are available at: <http://www.engageny.org/resource/resources-about-state-growth-measures>.

How is MGP Classified into Growth Rating for Principals, 4-8?



*Standard deviation

Summary: Percent of 4-8 Principals in Each HEDI Rating in 2012-13

Growth Score Ratings	Percent of 4-8 Principals in 2012-13*
Highly Effective	9%
Effective	76%
Developing	8%
Ineffective	7%

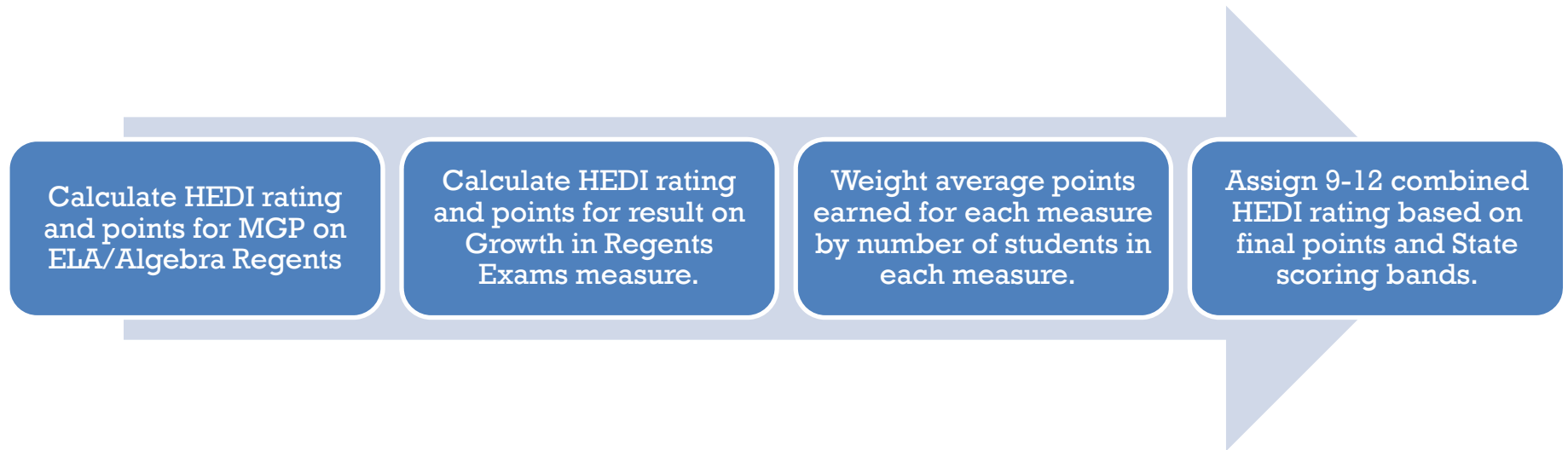
*Includes all schools that serve any grade between grades 4 and 8. Does not include any schools whose grade configuration includes some of grades 4-8 and all of grades 9-12 because they are described later in this document.

How are Growth Score Points Assigned for Principals, 4-8?

	HEDI Points	Min MGP	Max MGP	
Ineffective Well below average for similar students (0-2 points)	0	23	36.5	
	1	37	39	
	2	39.5	41	
Developing Below average for similar students (3-8 points)	3	35.5	41.5	Point value of 3 includes principals with MGPs in the Ineffective category but confidence ranges above 41
	4	42	42	
	5	42.5	42.5	
	6	43	43	
	7	43.5	43.5	
	8	44	44	
	9	44	46	Point value of 9 includes principals with MGPs in the Developing category but confidence ranges above state average
Effective Equal to state average for similar students (9-17 points)	10	46.5	47.5	
	11	48	49	
	12	49.5	50	
	13	50.5	52	
	14	52.5	53.5	
	15	54	55	
	16	55.5	57	
Highly Effective Well above state average for similar students (18-20 points)	17	57.5	60.5	Point value of 17 includes principals with MGPs in the Highly Effective category but confidence ranges below state average
	18	61	61.5	
	19	62	64.5	
	20	65	74	

Principals, Grades 9-12

Overview: How HEDI Ratings and Scores Are Determined for Principals with Grades 9-12



For Principals, 9-12, Growth Metrics Measure Student Growth Toward Graduation & College and Career Readiness

1

Mean Growth Percentile (MGP) based on student performance on ELA and Integrated Algebra Regents

- This method for calculating growth is the same as that used for math and ELA teachers in grades 4-8 teachers and their principals.
- SGP is a percentile ranking (1-99) that is assigned to each student by comparing his/her performance on the ELA or Integrated Algebra Regents exam only to that of students statewide who scored similarly on the 7th and 8th grade state tests, and had similar characteristics, also known as “similar students”. SGPs are calculated separately by subject.
- MGP is the average of the SGPs of all students at the school who meet the continuous enrollment requirement (i.e. who were enrolled on BEDS day and on the day of the Regents exam).

2

Comparative Growth in Regents Exams (GRE) Passed

- The second method for calculating student growth for 9-12 principals compares how much progress a school’s students are making from one year to the next toward passing up to eight Regents Exams (five required + up to three more).
- A principal’s score on this measure reflects whether or not his or her students exceed the average change in number of Regents Exams passed each year by students statewide who scored similarly on the 7th and 8th grade state tests, and had similar characteristics, also known as “similar students”.
- Only students who meet the continuous enrollment requirement (i.e. were enrolled on BEDS day and on the day of the June Regents administration) are counted towards the principal’s result.

For both growth metrics for principals in grades 9-12:

- A minimum of 16 student scores is required.
- Result is reported with a confidence range, which represents the upper and lower limits on the result within 95% statistical confidence.

Note: NYSED has developed numerous resources to explain how New York State calculates student growth based on State tests for 2012-13 and 2013-14. These resources are available at: <http://www.engageny.org/resource/resources-about-state-growth-measures>.

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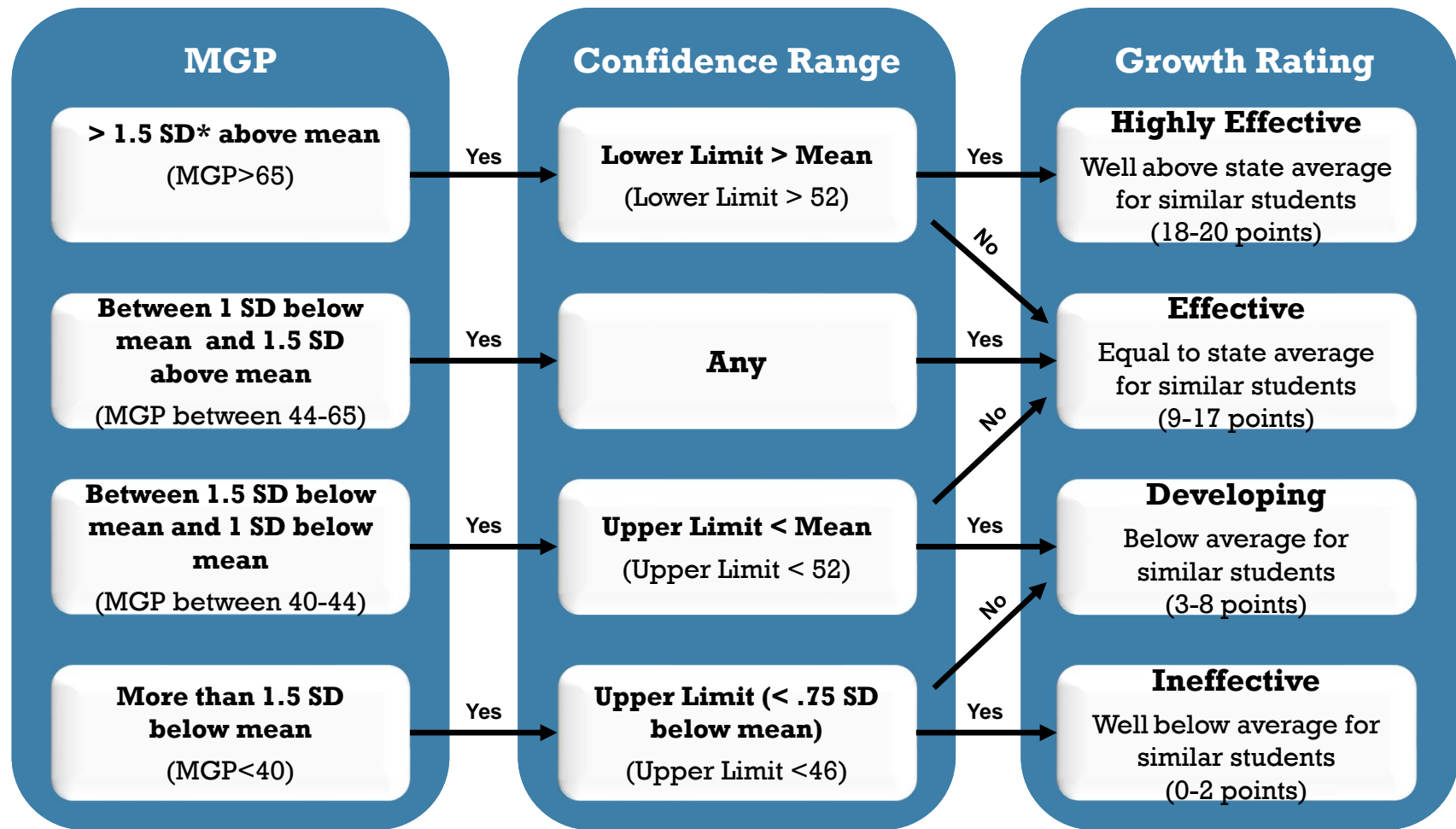
Characteristics of Similar Students, as Used for Both Growth Metrics for Principals, 9-12

Grades 9-12 Principals	Similar Student Characteristics Used in 2012-13*
Academic History:	<ul style="list-style-type: none"> • Seventh- and/or eighth-grade student state exam scores, same or different subject (student must have at least one same-subject score for MGP and at least one score for Comparative Growth in Regents) • Total number of Regents Exams passed to date • Average eighth-grade prior state exam scores for students in school (same subject only for MGP; both subjects for GRE)
Student with Disability (SWD):	<ul style="list-style-type: none"> • SWD (Yes/No) • SWD spends less than 40 percent of time in general education setting for the entire day • Percentage of students receiving special education services
English Language Learner (ELL):	<ul style="list-style-type: none"> • Student ELL status(Yes/No) • NYSESLAT scores • Percentage of ELLs in school
Economic Disadvantage (Poverty):	<ul style="list-style-type: none"> • Poverty (Yes/No) • Percentage of students in poverty at school

*Additional characteristics may be added in the future as available and approved by the Board of Regents.

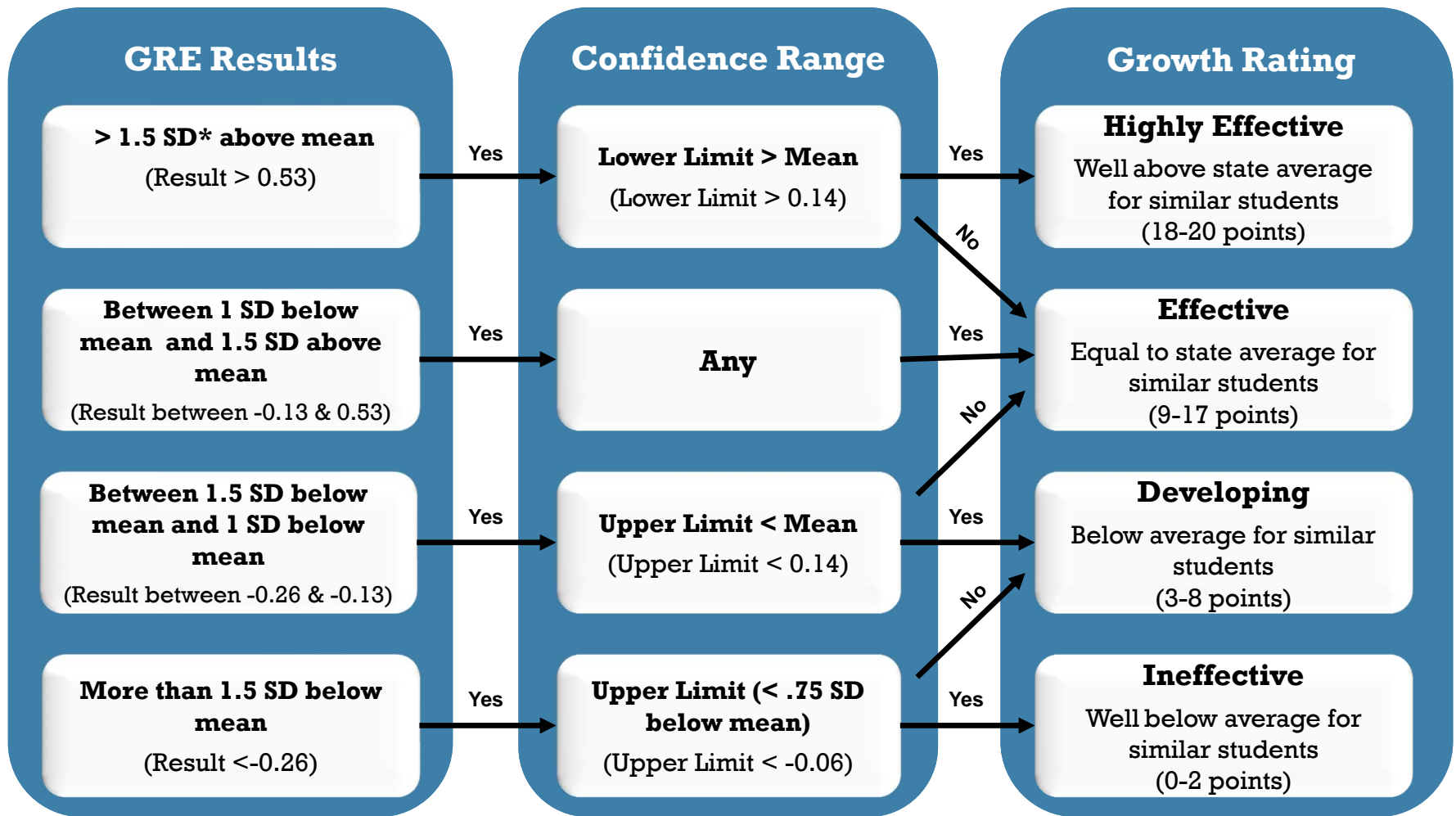
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Principals 9-12 Measure 1: How is MGP Based on Student Performance on Regents Classified into Growth Rating?



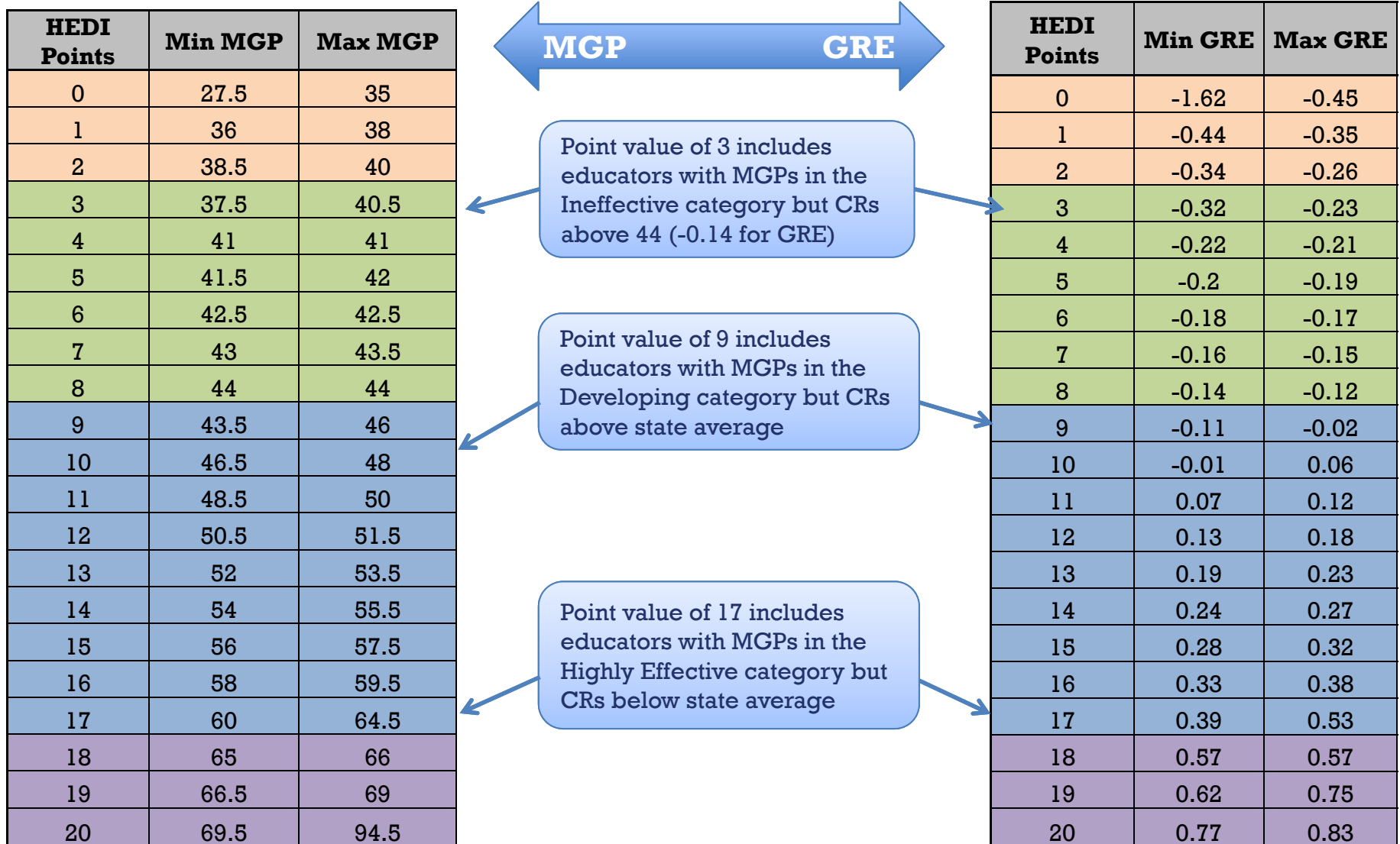
*Standard deviation

Principals 9-12 Measure 2: How is Comparative Growth in Regents Exams (GRE) Passed Classified into Growth Rating?



*Standard deviation

How are Growth Score Points Assigned for Principals, 9-12?



How is a Final Growth Rating Calculated from Results of Both Measures For Principals, 9-12?

- A principal of grades 9-12 may have a growth rating based on MGP of student performance on Regents exams and a growth rating for GRE results .
- These two results are then averaged together and weighted by the number of students in each measure.
- The resulting score determines the State-provided growth subcomponent HEDI rating and growth scores for a principal of grades 9-12. See example below:

Sample School	Rating	Points	N of Students in Measure	% of Students (Measure Weight)	Score x Measure Weight	Weighted Points (rounded)
Student performance on Regents exams (MGP)	Developing	8	335	17%	8* 0.17	1.4
Comparative Growth in Regents Exams Passed (GRE)	Effective	12	1,635	83%	12* 0.83	10.0
Growth Subcomponent Rating/ Growth Score	Effective		1,970	100%		11

Summary: Percent of 9-12 Principals in Each HEDI Rating in 2012-13

Growth Score Ratings	Percent of 9-12 Principals in 2012-13*
Highly Effective	1%
Effective	85%
Developing	11%
Ineffective	2%

*Includes all schools that serve all grades between 9 and 12, but do not serve any grade between 4-8. Portfolio schools, transfer schools and schools with some but not all grades 9-12 are excluded.

Principals, Grades 4-12

How is a Final Growth Rating Calculated if a Principal Has Both a Rating for Grades 4-8 and a Rating for Grades 9-12?

- If a principal leads a school that has any grades between 4-8 and all grades between 9-12, the principal may receive two separate sets of growth ratings and points.
- These two results are then averaged together and weighted by the number of students in each measure.
- The resulting score determines the State-provided growth subcomponent HEDI rating and growth scores for a principal of grades 9-12. See example below:

Sample School	Rating	Points	N of Students in Measure	% of Students (Measure Weight)	Score * Measure Weight	Weighted Points (rounded)
Grades 4-8 Measure	Developing	8	4,548	70%	8 * 0.70	5.6
Grades 9-12 Measure	Effective	11	1,970	30%	11 * 0.30	3.3
Overall Growth Subcomponent Rating/ Growth Score	Effective		6,518	100%		9

Summary: Percent of 4-12 Principals in Each HEDI Rating in 2012-13

Growth Score Ratings	Percent of 4-12 Principals in 2012-13*
Highly Effective	2%
Effective	80%
Developing	16%
Ineffective	2%

*Includes all schools that serve any of grades 4-8 and all of grades 9 and 12. Does not include any schools classified as 4-8 schools or 9-12 schools in this presentation.

For More Information or Additional Questions

If you have questions about your data, what the scores are used for, or why you received the score that you did, please contact your school's superintendent or district data personnel for assistance. The New York State GRS help desk is available to assist you with questions related to the online GRS login and navigation.

NYS Help Desk Contact Information

Phone: (866) 821-6426

Email: NYGrowth@air.org

Hours: 8:30 a.m. to 4:30 p.m., Eastern standard time, Monday–Friday (except holidays)

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If there are any discrepancies between the language in these materials and the Statute, Regulations, or APPR Guidance, the Statute, Regulations, or APPR Guidance prevail.

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