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**Project COACH Conversion Scale**

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**The Background:**

Under SBE Teacher and Principal Evaluation Policy 5.201, “local boards of education shall develop or adopt evaluation models for teachers and principals.” In 2011, Hamilton County developed and proposed the use of their own evaluation model (Project COACH) for teachers. The SBE approved the use of Project COACH in 2011.

The SBE Teacher and Principal Evaluation Policy 5.201 also requires that all models must submit annual evaluations for teachers and principals that differentiate performance into five performance groups. In 2011-12, year one of implementation, as proposed and approved by the SBE, Project COACH evaluated all teachers according to four effectiveness groups, and then converted the scores into five effectiveness groups after overall evaluation results were available.

The current Project COACH model groups teachers according to four effectiveness levels as follows:

	<u>RAW SCORE</u>	<u>RATING</u>
• [1]	40 (lowest possible) to 95	Does Not Meet Standards
• [2]	96 to 119	Improvement Necessary
• [3]	120 to 143	Effective
• [4]	144 to 160 (highest possible)	Highly Effective

In July 2011, the department recommended, and the SBE approved, the following conversion scale into five effectiveness groups as follows:

	<u>PERCENTAGE BASED ON RAW SCORE CALCULATION</u>	<u>RATING</u>
➤ [1]	< 60%	Significantly Below Expectations
➤ [2]	60% to 69%	Below Expectations
➤ [3]	70% to 79%	Meets Expectations
➤ [4]	80% to 89%	Above Expectations
➤ [5]	90% to 100%	Significantly Above Expectations

At the conclusion of the 2011-12 school year, Department of Education and Hamilton County Schools determined that the initial Project COACH conversion model resulted in artificial inflation of teacher evaluation scores due to the conversion scale.

**The Recommendation:**

The Department of Education recommends adoption of this item on final reading. The SBE staff concurs with this recommendation.

There are 121 possible levels of scoring (from 40 to 160) for teachers in Project COACH. Assuming 121 educators were evaluated using Project COACH and each one scored at a different level, the following would occur when the original conversion scale was applied:

- 100% of those scoring a [1] on COACH would remain a [1] after the conversion.
- All educators scoring a [2] between the ranges of 96 to 111 would remain at a [2].
  - ✓ This would be 16 out of 24 educators (or 67%) remaining at a [2].
- All educators scoring a [2] between the ranges of 112 – 119 would convert up to a [3].
  - ✓ This would be 8 out of 24 educators (or 33%) converting up to a [3].
- All educators scoring a [3] between the ranges of 120 – 127 would remain at a [3].
  - ✓ This would be 8 out of 24 educators (or 33%) remaining at a [3].
- All educators scoring a [3] between the ranges of 128 – 143 would convert up to a [4].
  - ✓ This would be 16 out of 24 educators (or 67%) converting up to a [4].
- 100% of those scoring a [4] on COACH would move up to a [5] after the conversion.

NOTE: *If all educators scoring a [3] or a [4] on COACH are added together, then 31 of the 41 (71%) would move up to a [4] or [5] through the conversion.*

PERCENTAGE BASED ON  
RAW SCORE CALCULATION

RATING

➤ [1]	< 60%	Significantly Below Expectations
➤ [2]	60% to 74%	Below Expectations
➤ [3]	75% to 86%	Meets Expectations
➤ [4]	87% to 94%	Above Expectations
➤ [5]	95% to 100%	Significantly Above Expectations

Using the same scenario as above (121 educators, one at each level), the following would occur:

- 100% of those scoring a [1] or a [2] on COACH would remain a [1] or a [2] after the conversion.
- All educators scoring a [3] between the ranges of 120 – 138 would remain at a [3] – **79%**.
- All educators scoring a [3] between the ranges of 139 – 143 would convert up to a [4] – **21%**.
- All educators scoring a [4] between the ranges of 144 – 151 would remain at a [4] – **47%**.
- All educators scoring a [4] between the ranges of 152 – 160 would convert up to a [5] – **53%**.

NOTE: *If all educators scoring a [3] or a [4] on COACH are added together, then 22 of the 41 (54%) would move up to a [4] or [5] through the conversion.*