



# **ESSA School Accountability & A-F Grading**

**State Board of Education**

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# Agenda

- School Accountability Overview
  - Guiding Principles
  - Indicators
- A-F Grading Design Approach
  - Methodology
- Weighting and Modeling Outcomes
  - Grade distributions
  - Sample School Dashboards
- School Accountability Summary & Highlights



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# **School Accountability Overview**



# School Accountability: Requirements

- Under ESSA, states must **meaningfully differentiate** schools on an annual basis.
- Last year, the Tennessee General Assembly passed a law requiring all schools be awarded a **summative letter grade (A - F)**.

# School Accountability: Guiding Principles

- **All schools should have opportunity to achieve an “A”**
  - Poverty is not destiny
- **All means all**
  - Each indicator should be reported for historically underserved student groups
- **All growth should be rewarded**
  - Schools with low achievement but high growth will be recognized
  - Incremental growth will be recognized
- **Reporting should be transparent**
  - Public should be able to access and review multiple indicators



# School Accountability: Intended Outcomes

- The department proposes that school-level accountability using A - F grades for reporting should reward the following:
  - Performance and progress
  - Positive school culture
  - Readiness for postsecondary and workforce
  - Improved life trajectory for students

# School Accountability: Indicators

- Student achievement
- Student growth
- English learners progress towards learning English
- Measures of school quality and student success
  - *Opportunity to Learn indicator*
  - *Ready Graduate Indicator*

# Indicator: Achievement

- **Absolute proficiency:** Percent of students whose performance is *on track* for math, ELA, science, and social studies
  - For example, a school can earn an “A” by being in the **top 20% of proficiency rates**
- **Annual Measurable Objective (AMO):** annually determined target for improving the percent of students who are *on track*
  - For example, a school can earn an “A” by **doubling its AMO target**

# Indicator: Growth

- Tennessee measures growth using a value-added assessment system (**TVAAS**)
  - TVAAS measures the **impact that schools** have on their students' academic progress.
  - TVAAS measures **individual student growth** based on where the student begins and ends the school year, regardless of whether the student is *on track* on the state assessment.

# Indicator: English Language Proficiency

- This indicator measures student **progress towards achieving proficiency** in learning the English language.
- It is measured by the **percent of English learners reaching proficiency** or sufficient progress on the English Language Proficiency Assessment (ELPA).



# Indicator: Measure of School Quality and Student Success

- **Opportunity to Learn indicator** measures chronic absenteeism rate
  - Schools will be measured based on either **low chronic absenteeism rate** or **reducing the rate.**
    - A student is chronically absent if he/she misses 18 or more days of school, or about 10% of the school year.
  - Additional measures for the Opportunity to Learn indicator will continue to be reviewed for use in future years.

# Indicator: Measure of School Quality and Student Success

- **Early Postsecondary Opportunities (EPSOs)**
- TN data show that students successfully completing at least 4 EPSOs in high school had at least a 50% chance of scoring a 21 on the ACT.
  - Research also shows that EPSOs are positively correlated with student persistence and better college grades



# Indicator: Measure of School Quality and Student Success

- **Ready Graduate indicator** (for high schools):

Graduation Rate multiplied by the % of students –

1. scoring **21 or higher on ACT** OR
2. completing **4 EPSOs** OR
3. completing **2 EPSOs + earning industry certification** (on a CTE pathway leading to a credential)

*This metric defines three “checks” for evidence that graduates have **demonstrated** postsecondary and workforce readiness.*

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# **A-F Grading Design Approach**

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# Design Overview

## Determine “F” Graded Schools: *Minimum Performance Goal*

**Success Rates**  
Schools in bottom 5%

**Safe Harbor**  
Schools with Level 4 or 5  
TVAAS

**Comprehensive Support**

**Overall School Grade = F**



## Multiple Indicators for determining other grades

**Achievement**  
AMO or Absolute

**Growth**  
TVAAS

**Readiness**  
*Ready Graduates*

**Opportunity to Learn**  
Chronic Absenteeism

**ELPA**  
ACCESS for ELs



## Determine “A-D” Graded Schools

**All Students Grade**  
on each indicator

**Subgroup Grade**  
for each subgroup on  
each indicator

**Overall Grade**  
for *All Students* and  
*Subgroups*

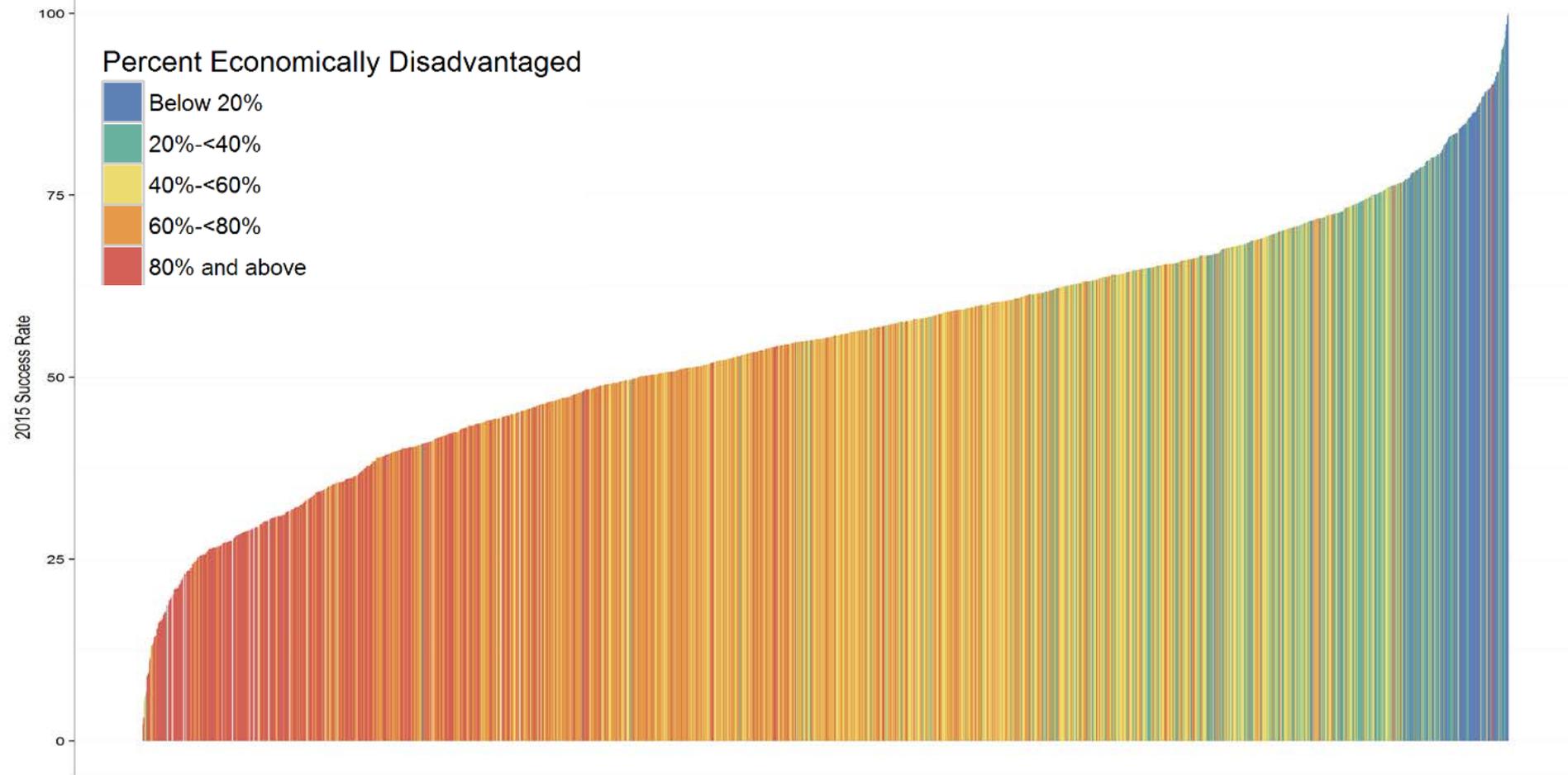
**Overall School Grade =**  
A, B, C, or D

# How is an “A” school defined?

- There is no cap on the number of “A” schools.
- An “A” rating is based on
  - Performance of all students on each indicator
  - Performance of historically underserved student groups on each indicator
  - The weighted average of the overall grade awarded for **all students** AND for the overall grade awarded for **students from historically underserved student groups**
- Schools that are, on average, **higher achieving** OR **dramatically improving achievement** AND **growing all students** AND **growing individual student groups** will be eligible to receive an “A” rating.

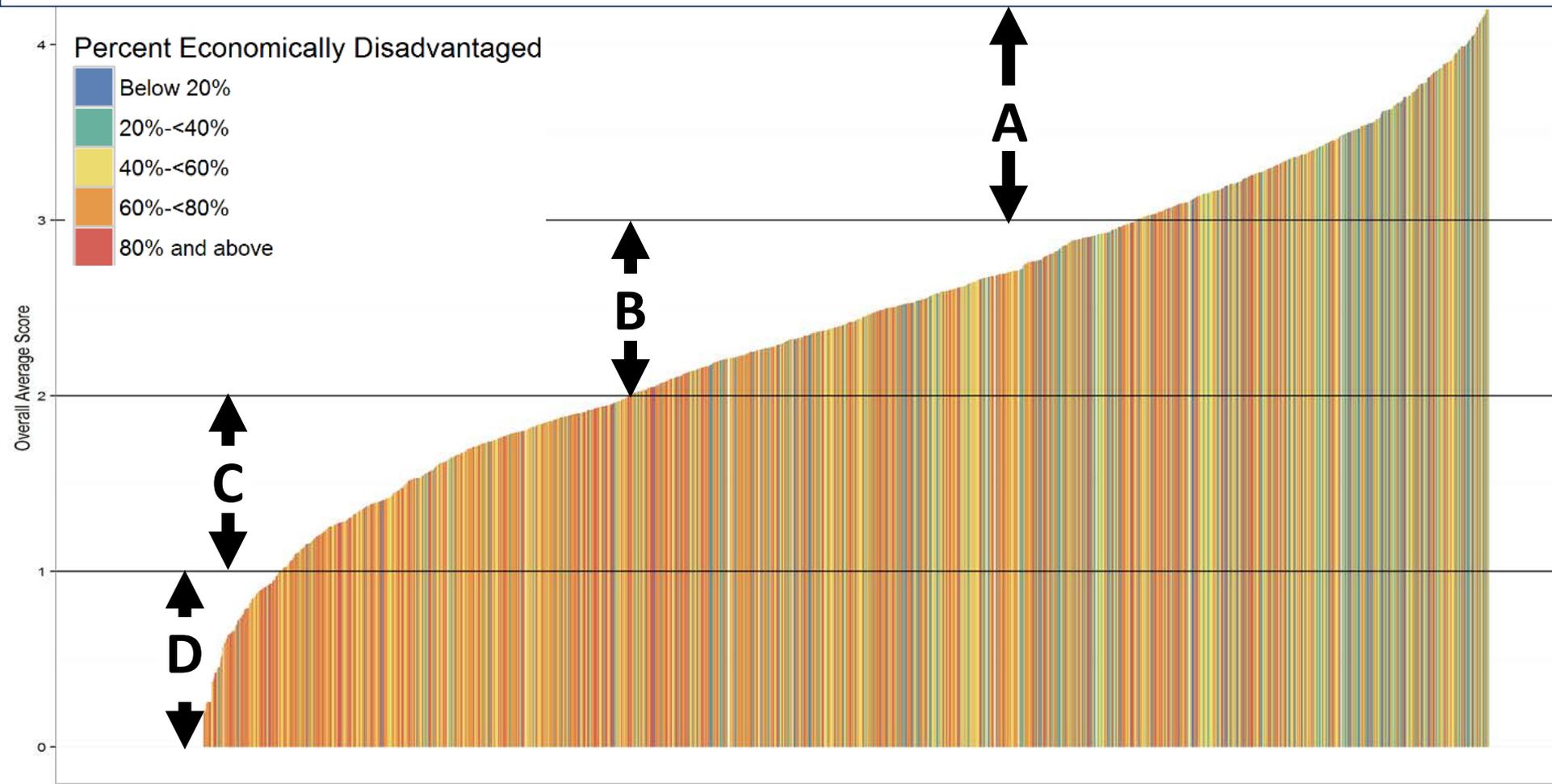
# Poverty rates closely reflect Success Rates (absolute achievement)...

## School Success Rates a Function of Poverty



# Poverty rates do not pre-determine A-D grades...

## School Success Rates a Function of Poverty



# How is a “F” school defined?

- The lowest achieving schools are identified as **Priority Schools**.
  - Schools in the lowest 5% based on performance that have earned an overall TVAAS level of 4 or 5 for two consecutive years **will not** be identified as Priority.
- All Priority Schools will receive an “F” grade.
  - New Priority schools will only be identified for an “F” grade **once every three years**.
  - Schools can “exit” Priority status **annually** (if meeting rigorous criteria) and earn a higher grade
  - No more than about 5% of schools will receive an “F” grade.

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# **Weighting and 2014-15 Modeling Outcomes**

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# Modeling Highlights (2014-15)

- A-C grades earned by the full range of schools in terms of the proportion of Economically Disadvantaged students served.
  - 509 (31%) of schools make an A on the **Achievement** indicator
    - 182 (11%) of schools make an A via the AMO pathway only
    - 215 (13%) of schools make an A via the relative pathway only
    - 112 (7%) of schools make an A via both pathways
- A-D grades earned by schools serving student populations with all levels of racial and ethnic diversity.
- Final overall grades trend in the same direction as success rates (absolute achievement).
- Schools awarded an “A” for overall school grade overwhelmingly earn level 3, 4, and 5 TVAAS scores.

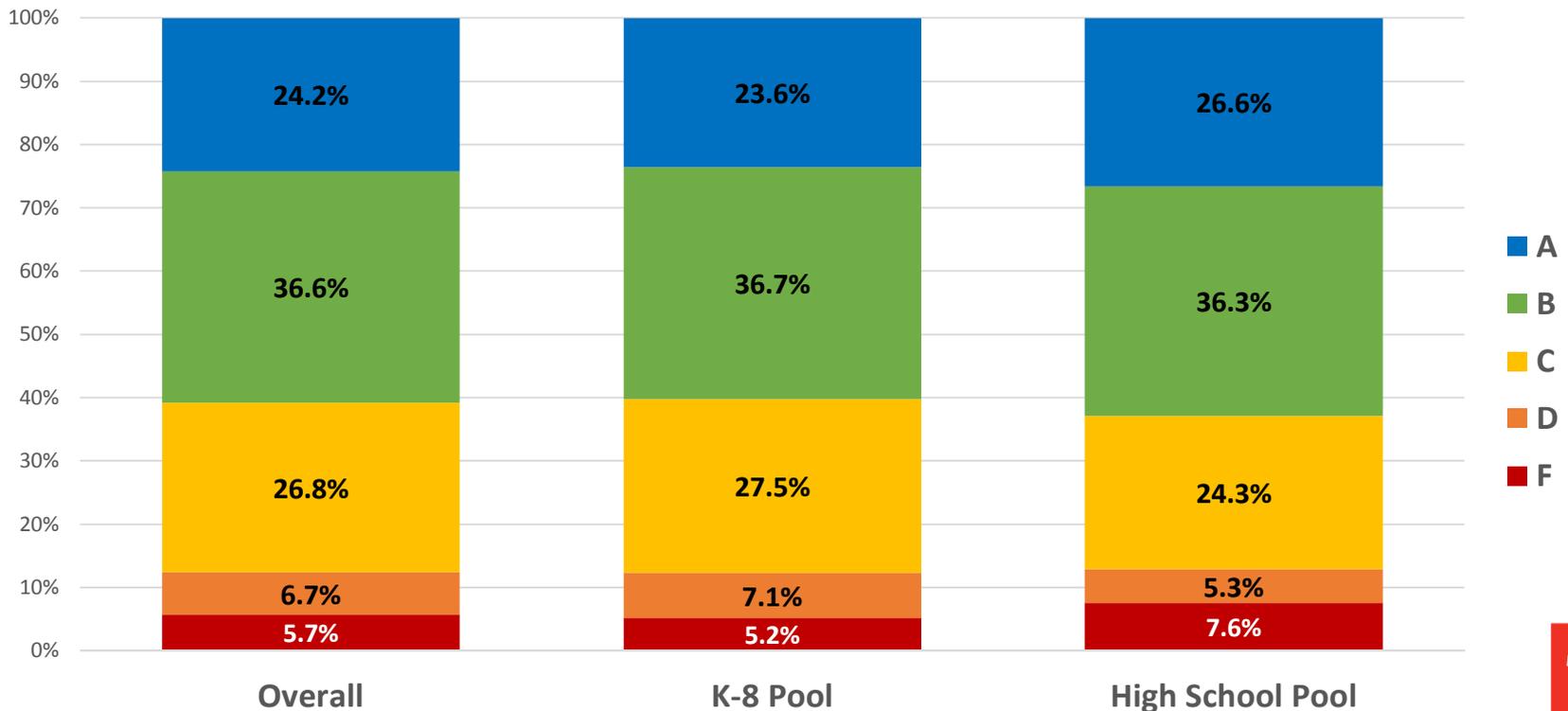
# Proposed Weighting

Indicator	All Students Metric [60%]	Weight		Subgroup Metric [40%]	Weight	
		K-8	HS		K-8	HS
<b>Achievement</b>	Success Rate <b>OR</b> AMO Targets	40%	35%	Success Rate <b>OR</b> AMO Targets	35%	30%
<b>Growth</b>	TVAAS	40%	35%	Movement of individual students between performance levels	35%	30%
<b>Readiness</b>	Graduation Rate x [% of Graduates scoring 21+ on ACT OR EPSO/Industry Cert] (Absolute or Targets)	N/A	20%	Graduation Rate x [% of Graduates scoring 21+ on ACT OR EPSO/Industry Cert] (Absolute or Targets)	N/A	20%
<b>Opportunity to Learn</b>	Chronic Absenteeism (Absolute or Targets)	20%	10%	Chronic Absenteeism (Absolute or Targets)	20%	10%
<b>ELPA</b>				Progress and Proficiency	10%	10%

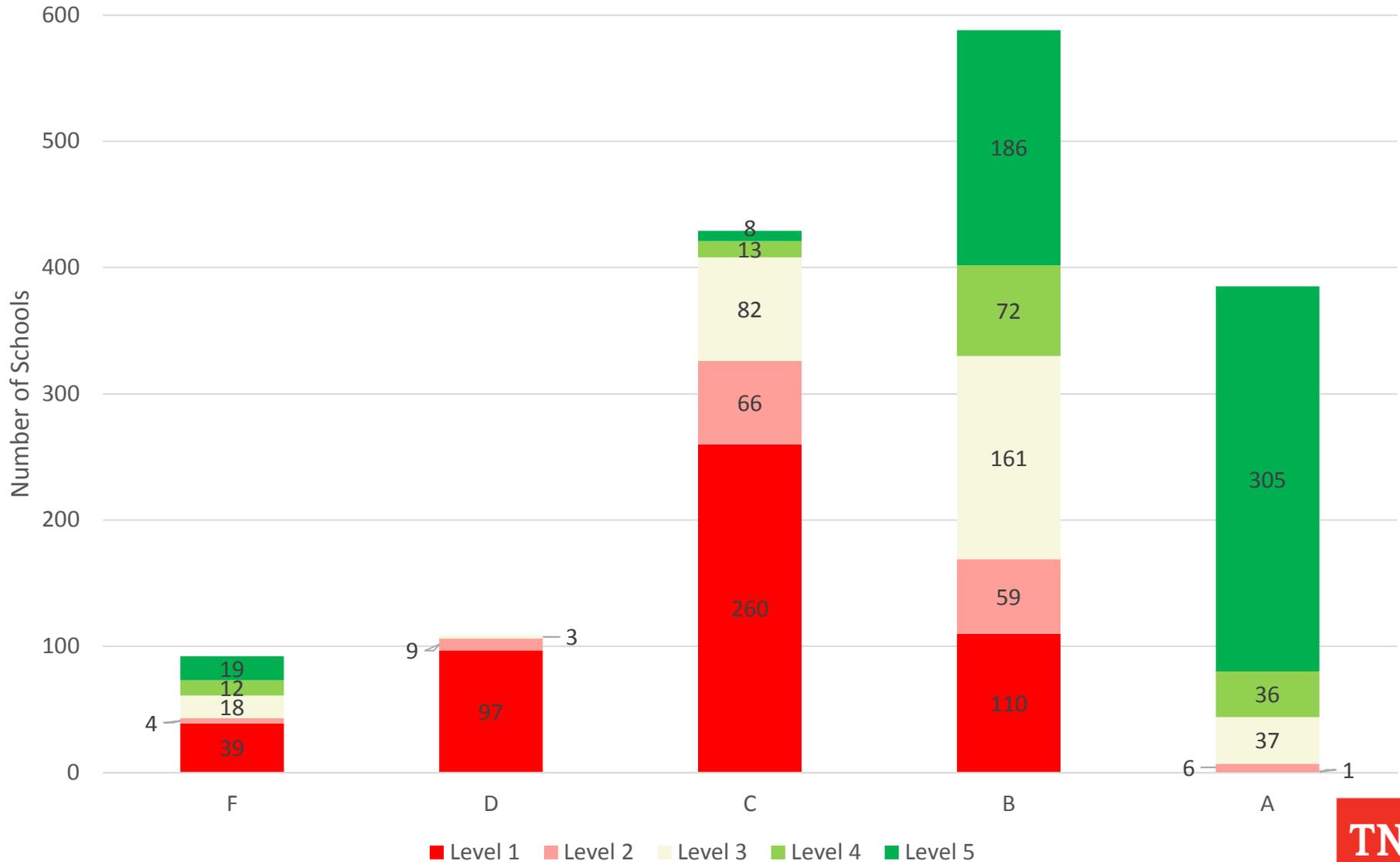
# Distribution of Final Grades (2014-15 data)

	F	D	C	B	A
K-8 Pool	66	91	351	469	301
High School Pool	26	18	83	124	91

Distribution of A-F Grading



# Distribution of TVAAS by Final Grade (2014-15 data)



# High School Dashboard Example

Indicator	All Students (60%)		Underserved Student Groups (40%)	
	Grade	Weighting	Grade	Weighting
<b>Achievement</b>	A	35%	B	30%
<b>Growth</b>	A	35%	C	30%
<b>Opportunity to Learn</b>	A	10%	C	10%
<b>Ready Graduate</b>	B	20%	D	20%
<b>ELPA*</b>			B	10%
Weighted Average	A	100%	C	100%
	↓			
All Students Grade	A	60%		
Subgroup Grade	C	40%		
<b>Overall School Grade</b>	<b>B</b>	<b>100%</b>		

# K-8 School Dashboard Example

Indicator	All Students (60%)		Underserved Student Groups (40%)	
	Grade	Weighting	Grade	Weighting
<b>Achievement</b>	A	40%	A	35%
<b>Growth</b>	F	40%	D	35%
<b>Opportunity to Learn</b>	B	20%	C	20%
<b>ELPA*</b>			B	10%
Weighted Average	C	100%	B	100%
All Students Grade	C	60%		
Subgroup Grade	B	40%		
<b>Overall School Grade</b>	<b>C</b>	<b>100%</b>		

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# **School Accountability Summary & Highlights**

# School Accountability: Highlights

- Ensures an unlimited number of schools can earn an “A” grade
- Allows any school to earn an “A” grade
  - Using AMOs for Achievement indicator means that high poverty (low absolute achievement) schools can still earn an “A” grade if students show dramatic growth in achievement (percent of students on track).
- Limits the number of schools that will earn an “F” for ***Overall School Grade*** to about **five percent** of all schools. These are also Priority schools.

# School Accountability: Highlights

- Highlights equity challenges through reporting grades on each indicator for historically underserved student groups
  - **Focus** (*targeted support*) schools may be easily identified
- Determines grades for multiple indicators so stakeholders can evaluate underlying factors and not just overall grade
  - Balances simplicity of a single letter grade with the nuance of numerous factors contributing to school performance

# School Accountability: Highlights

- Includes progress at every performance level
  - Achievement: Progress toward *On track*
  - Growth: Progress toward *Approaching* and *Mastered* (for subgroups)
- Methodology meets requirements for both ESSA and Tennessee state statute
  - One set of criteria for schools that is aligned to district accountability and ***Tennessee Succeeds*** strategic plan

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**Questions?**



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