

## Educator Evaluation 2012-2013 End of Year Report v2

**Overview:** This report is an update to the report released on July 21<sup>st</sup>, 2013 on the first year of implementation of the new teacher evaluation system in the Boston Public Schools. It was updated using the reporting criteria from the Massachusetts Department of Elementary and Secondary Education. This report includes educator evaluation data for all educators who were actively working on June 30<sup>th</sup>, 2013, as aligned with ESE guidelines. In instances where a cell is blank, BPS is following ESE guidelines to suppress some data to protect employee confidentiality due to the number of staff evaluated (fewer than 6), all staff evaluated in the group received the same rating, or all educators were evaluated and a single educator had a rating different from all other educators in the group.

**Evaluation Results:** We continue to pay close attention to evaluation results, with particular attention to potential biases in the evaluation results. Looking at demographic trends in last year's ratings prompted further analysis around the issue of bias. We saw similar trends in apparent bias regardless of the race of the evaluator. We also found that the distribution of ages across race categories is not consistent, skewing the perception of bias in the data (a higher percentage of black teachers are over 50 than white teachers).

The new evaluation system enables us to more closely monitor and analyze these trends to ensure equity in the system. We have researched implicit bias in other districts and sectors to determine how to address and correct it. The police department and courts have found that the most effective way is to properly educate individuals about implicit bias and how it may influence their actions and opinions of others. Thus, we are working to raise racial, gender, and age consciousness of evaluators by addressing it explicitly in trainings and developing a tool to ensure consistent assessments of practice. We are using additional evaluators to validate evaluations and are cross-checking evaluation results with impartial measures such as student growth scores and students and staff feedback. Through a qualitative review of observation feedback, goals, and evaluations, we continue to create sample materials to share best practices from exemplary schools. We continue to monitor evaluation quality and demographic trends.

### Section I: Teacher Evaluations

Summative evaluations for teachers were due to be entered by May 15<sup>th</sup>, 2013 and formative evaluations for teachers on two-year plans were due to be entered by June 1<sup>st</sup>, 2013. Under the DESE classification of "teacher", 88.1% of teachers received the required summative or formative evaluation.

#### I-A. Overall Rating Distributions

	Exemplary	Proficient	Needs Improvement	Unsatisfactory
Evaluation Ratings*	13.5 % (520)	79.5% (3,065)	5.8% (224)	1.2% (48)

\* This includes formative and summative evaluations. If a teacher received a formative assessment but not a summative evaluation, the rating was not included per DESE guidelines.

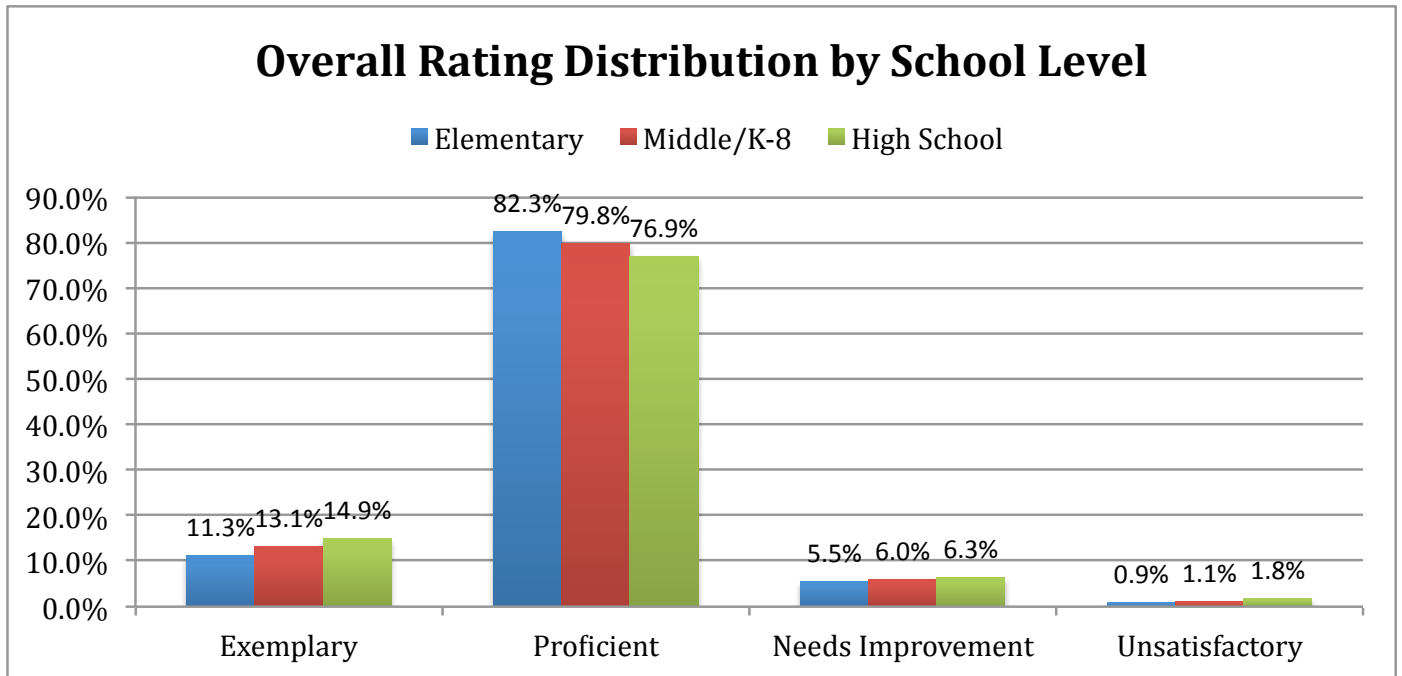
#### I-B. Rating Distributions by Demographic

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	Exemplary	Proficient	Needs Improvement	Unsatisfactory
<b>Race</b>				
Asian	12.7% (28)	79.6% (176)	7.2% (16)	0.5% (1)
Black	8.8% (75)	78.3% (665)	9.7% (82)	3.2% (27)
Hispanic	11.4% (44)	80.4% (311)	7.0% (27)	1.3% (5)
Other	7.7% (1)	92.3% (12)	0.0% (0)	0.0% (0)
White	15.6% (372)	79.6% (1901)	4.1% (99)	0.6% (15)
<b>Gender</b>				
Female	14.6% (414)	79.8% (2266)	4.8% (136)	0.8% (24)
Male	10.4% (106)	78.6% (799)	8.7% (88)	2.4% (24)
<b>Age</b>				
20-29	11.2% (60)	83.0% (445)	5.6% (30)	0.2% (1)
30-39	16.0% (212)	79.6% (1058)	4.1% (54)	0.4% (5)
40-49	13.1% (114)	81.5% (707)	4.5% (39)	0.8% (7)
50-59	12.8% (103)	76.7% (618)	8.1% (65)	2.5% (20)
60+	9.7% (31)	74.3% (237)	11.3% (36)	4.7% (15)

### I-C. Rating Distributions by School Type

i. Overall rating distributions are fairly consistent across school levels.



ii. Overall rating distributions in Turnaround Schools have remained consistent over the past two years.

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	<b>Exemplary</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Unsatisfactory</b>
<b>Turnaround 2011-2012</b>	<b>12.1%</b> (64)	<b>77.2%</b> (407)	<b>9.3%</b> (49)	<b>1.3%</b> (7)
<b>Turnaround 2012-2013*</b>	<b>14.0%</b> (62)	<b>77.2%</b> (342)	<b>7.4%</b> (33)	<b>1.4%</b> (6)

\* This includes the Mattahunt, which was not a turnaround school in SY2011-2013

**iii. Within each Turnaround School, however, there have been some shifts in the overall rating distribution.**

<b>School</b>	<b>2011-2012</b>				<b>2012-2013</b>			
	<b>E</b>	<b>P</b>	<b>NI</b>	<b>U</b>	<b>E</b>	<b>P</b>	<b>NI</b>	<b>U</b>
Blackstone	7.1%	80.4%	10.7%	1.8%	2.3%	88.6%	6.8%	2.3%
Dearborn	0.0%	81.5%	18.5%	0.0%	8.3%	83.3%	8.3%	0.0%
E. Greenwood	***	***	***	***	11.5%	76.9%	11.5%	0.0%
Harbor	3.0%	87.9%	9.1%	0.0%	8.3%	58.3%	29.2%	4.2%
Burke	***	***	***	***	4.3%	91.5%	4.3%	0.0%
JF Kennedy	48.1%	44.4%	7.4%	0.0%	50.0%	42.9%	7.1%	0.0%
Holland	1.8%	94.7%	3.5%	0.0%	0.0%	97.9%	2.1%	0.0%
Orchard Gardens	33.8%	60.0%	6.3%	0.0%	41.3%	55.6%	3.2%	0.0%
Dever	0.0%	77.3%	18.2%	4.5%	3.8%	84.6%	11.5%	0.0%
English	17.8%	63.0%	13.7%	5.5%	9.5%	81.0%	4.8%	4.8%
Trotter	11.4%	68.6%	20.0%	0.0%	4.3%	91.3%	4.3%	0.0%
Mattahunt					12.8%	71.8%	12.8%	2.6%

**I-D. Rating Distributions by School\***

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*\* Schools names marked with an asterisk had one or more teachers that received an overall rating of needs improvement or unsatisfactory during the year that were no longer active at the end of the year. They were either terminated, dismissed, on leave, retired, or resigned, and thus are not included in the school's end-of-year rating distribution.*

School	Percent Evaluated	Exemplary	Proficient	Needs Improvement	Unsatisfactory
Adams Elementary*	95.5	23.8	76.2	0.0	0.0
Alternative Education HS (BATA)*	100.0	***	***	***	***
Another Course To College	100.0	0.0	87.0	13.0	0.0
Baldwin ELC	100.0	***	***	***	***
Bates Elementary	82.1	0.0	78.3	13.0	8.7
Beethoven Elementary	100.0	***	***	***	***
Blackstone Elementary	95.7	2.3	88.6	6.8	2.3
Boston Arts Academy	80.9	13.2	84.2	2.6	0.0
Boston Comm Leadership Ac	100.0	18.2	63.6	18.2	0.0
Boston International HS	69.2	3.7	81.5	14.8	0.0
Boston Latin*	94.9	18.8	76.8	4.5	0.0
Boston Middle School Academy	100.0	***	***	***	***
Bradley Elementary	90.0	5.6	94.4	0.0	0.0
Brighton High	81.2	23.2	66.7	5.8	4.3
BTU Pilot	95.5	42.9	57.1	0.0	0.0
Burke High	94.0	4.3	91.5	4.3	0.0
Carter Center	100.0	***	***	***	***
Channing Elementary	77.8	0.0	81.0	19.0	0.0
Charlestown High*	94.9	5.4	86.5	4.1	4.1
Chittick Elementary	100.0	***	***	***	***
Clap Elementary	92.3	0.0	91.7	8.3	0.0
Community Academy	50.0	***	***	***	***
Community Academy of Science and Health*	89.5	0.0	88.2	8.8	2.9
Condon Elementary	88.9	25.0	75.0	0.0	0.0
Conley Elementary	90.5	10.5	84.2	5.3	0.0
Curley K-8	86.2	0.0	94.6	5.4	0.0
Dearborn Middle	57.1	8.3	83.3	8.3	0.0
Dever Elementary*	70.3	3.8	84.6	11.5	0.0
Dorchester Academy*	96.3	3.8	65.4	26.9	3.8
Early Ed Classes at Fifield	100.0	***	***	***	***
East Boston EEC*	94.1	50.0	37.5	6.3	6.3
East Boston High*	88.6	1.1	94.6	2.2	2.2

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Edison K-8*	92.2	15.3	78.0	5.1	1.7
Edwards Middle	88.6	17.9	79.5	2.6	0.0
Eliot K-8*	100.0	24.1	75.9	0.0	0.0
Ellis Elementary	93.9	19.4	80.6	0.0	0.0
Ellison/Parks EES	89.5	11.8	58.8	23.5	5.9
English High	98.4	9.5	81.0	4.8	4.8
Everett Elementary*	94.7	5.6	72.2	22.2	0.0
Fenway High	95.7	77.3	18.2	4.5	0.0
Frederick Pilot Middle	88.7	2.1	85.1	12.8	0.0
Gardner Pilot Academy	96.4	0.0	92.6	7.4	0.0
Greater Egleston High	90.0	***	***	***	***
Greenwood, E Leadership Academy	96.3	11.5	76.9	11.5	0.0
Greenwood, S K-8	96.3	0.0	96.2	3.8	0.0
Grew Elementary	88.9	***	***	***	***
Guild Elementary	81.8	0.0	83.3	16.7	0.0
Hale Elementary	92.9	***	***	***	***
Haley Pilot	95.5	0.0	95.2	4.8	0.0
Harvard/Kent Elementary	94.9	27.0	73.0	0.0	0.0
Haynes EEC	92.9	46.2	46.2	7.7	0.0
Henderson Elementary	96.0	41.7	50.0	8.3	0.0
Hennigan Elementary*	93.9	13.0	76.1	6.5	4.3
Hernandez K-8	76.9	15.0	85.0	0.0	0.0
Higginson/Lewis K-8	83.3	28.0	56.0	16.0	0.0
Holland Elementary	85.5	0.0	97.9	2.1	0.0
Holmes Elementary	92.0	***	***	***	***
Horace Mann	100.0	***	***	***	***
Hurley K-8	95.7	13.6	72.7	13.6	0.0
Irving Middle	95.1	10.3	82.1	5.1	2.6
Jackson/Mann K-8	96.7	1.7	87.9	8.6	1.7
Kennedy, JF Elementary	96.9	50.0	42.9	7.1	0.0
Kennedy, PJ Elementary	94.7	16.7	66.7	16.7	0.0
Kenny Elementary*	100.0	***	***	***	***
Kilmer K-8*	81.3	3.8	92.3	0.0	3.8
King K-8	5.6	***	***	***	***
Latin Academy*	92.0	17.4	73.9	7.6	1.1
Lee Academy	94.1	6.3	87.5	6.3	0.0
Lee Elementary	74.3	15.4	84.6	0.0	0.0
Lyndon K-8	100.0	***	***	***	***
Lyon K-8	94.4	11.8	88.2	0.0	0.0
Lyon Pilot High 9-12	100.0	33.3	53.3	13.3	0.0
Madison Park	58.9	11.8	75.0	6.6	6.6
Manning Elementary	92.3	***	***	***	***

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Margarita Muniz Academy	100.0	***	***	***	***
Marshall Elementary	88.9	16.7	81.3	2.1	0.0
Mason Elementary	100.0	***	***	***	***
Mather Elementary	81.8	44.4	55.6	0.0	0.0
Mattahunt Elementary*	73.6	12.8	71.8	12.8	2.6
McCormack Middle*	77.0	12.8	63.8	21.3	2.1
Mckay Elementary*	100.0	0.0	66.7	26.7	6.7
McKinley Middle	98.1	3.8	96.2	0.0	0.0
Mendell Elementary	100.0	***	***	***	***
Mildred Avenue K-8	95.3	4.9	92.7	2.4	0.0
Mission Hill K-8	100.0	***	***	***	***
Mozart Elementary	84.6	18.2	81.8	0.0	0.0
Murphy Elementary	92.3	56.7	43.3	0.0	0.0
New Mission Pilot	91.7	22.7	68.2	9.1	0.0
O'Bryant School	54.8	30.4	69.6	0.0	0.0
O'Donnell Elementary	100.0	***	***	***	***
Ohrenberger Elementary*	97.7	4.8	92.9	0.0	2.4
Orchard Gardens K-8 Pilot	98.4	41.3	55.6	3.2	0.0
Otis Elementary	96.2	20.0	76.0	4.0	0.0
Perkins Elementary	100.0	***	***	***	***
Perry K-8	90.5	10.5	78.9	10.5	0.0
Philbrick Elementary	100.0	***	***	***	***
Quincy Elementary	98.4	3.3	95.0	1.7	0.0
Quincy Upper School	53.8	4.8	95.2	0.0	0.0
Rogers Middle	96.1	4.1	91.8	2.0	2.0
Roosevelt K-8*	94.7	0.0	80.6	19.4	0.0
Russell Elementary	96.6	0.0	96.4	0.0	3.6
Snowden International High	96.4	18.5	81.5	0.0	0.0
South Boston HS - Excel	87.8	0.0	83.7	16.3	0.0
Sumner Elementary	97.6	7.5	92.5	0.0	0.0
Taylor Elementary	91.7	0.0	93.9	6.1	0.0
Tech Boston Academy	84.7	26.5	72.3	1.2	0.0
The Harbor School	72.7	8.3	58.3	29.2	4.2
Timilty Middle	52.7	6.9	75.9	17.2	0.0
Tobin K-8	100.0	5.4	94.6	0.0	0.0
Trotter Elementary	92.0	4.3	91.3	4.3	0.0
Tynan Elementary	81.8	0.0	96.3	3.7	0.0
Umana Middle*	87.5	6.1	87.8	2.0	4.1
Warren/Prescott K-8	94.4	29.4	70.6	0.0	0.0
West Roxbury Academy	95.8	13.0	87.0	0.0	0.0
West Zone ELC	100.0	***	***	***	***
Winship Elementary	100.0	***	***	***	***

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Winthrop Elementary	86.2	0.0	96.0	4.0	0.0
WREC: Urban Science Academy*	83.3	31.4	54.3	8.6	5.7
Young Achievers K-8	95.1	12.8	79.5	7.7	0.0

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### Section II: Principal and Headmaster Evaluations

School leaders are evaluated using the same 5-step process as teachers using the online system. Network Academic Superintendents are responsible for evaluating the Principals and Headmasters within their networks. In total, 75.0% of principal evaluations were completed.

#### II-A. Overall Rating Distribution for Principals and Headmasters

	Exemplary	Proficient	Needs Improvement	Unsatisfactory
Ratings on most recent evaluation	<b>9.2%</b> (8)	<b>87.4%</b> (76)	<b>1.1%</b> (1)	<b>2.3%</b> (2)

#### II-B. Rating Distributions by School Level for Principals and Headmasters

	Exemplary	Proficient	Needs Improvement	Unsatisfactory
Elementary	2.9% (1)	94.3% (33)	2.9% (1)	0.0% (0)
Middle/K-8	4.0% (1)	88.0% (22)	0.0% (0)	8.0% (2)
High School	21.4% (6)	78.6% (22)	0.0% (0)	0.0% (0)

#### II-C. Rating Distributions by Race for Principals and Headmasters

	Exemplary	Proficient	Needs Improvement	Unsatisfactory
Asian	***	***	***	***
Black	5.4% (2)	91.9% (34)	0.0% (0)	2.7% (1)
Hispanic	25.0% (2)	62.5% (5)	12.5% (1)	0.0% (0)
White	10.0% (4)	87.5% (35)	0.0% (0)	2.5% (1)

### Section III: Central Office Evaluations

Licensed central office employees are also evaluated under the same process as teachers, principals, and headmasters. Department heads are responsible for evaluating licensed employees within their departments. According to the DESE definition of district positions requiring evaluations, 60% of central office evaluations were completed.

#### II-A. Overall Rating Distribution for Central Office

	Exemplary	Proficient	Needs Improvement	Unsatisfactory
Ratings on most recent evaluation	<b>36.7%</b> (94)	<b>59.8%</b> (153)	<b>2.3%</b> (6)	<b>1.2%</b> (3)