

REVIEW OF TEACHER APPRAISAL DATA

Pinellas County Schools

Research Brief

BACKGROUND

The Teacher Appraisal was piloted on 15 schools during the school year 2010-2011.

Appraisals were completed online through Portal.

Final Scores are based on four components

- Professional Expectations
- Student Performance
- Peer Review
- Professional Development

The schools that participated in the study were:

ELEMENTARY

- Fairmount Park Elementary
- Gulfport Elementary School
- Lakewood Elementary School
- Melrose Elementary School
- New Heights Elementary
- Sandy Lane Elementary School
- Woodlawn Elementary School

MIDDLE (TIF Schools)

- Azalea Middle School
- Bay Point Middle School
- John Hopkins Middle School
- Pinellas Park Middle School

HIGH SCHOOL

- Boca Ciega High School
- Dixie Hollins High School
- Gibbs High School
- Lakewood High School

Table 1. Breakdown by effectiveness for all 15 schools

Category	Number of teachers	Percent of teachers
Ineffective Less than 40 points on Final Score	13	1.8%
Effective Teachers between 40 points and 74 points	473	65.9%
Highly Effective Teachers with score 75 and higher	232	32.3%

Table 2. Breakdown by categories for Elementary schools

Category	Number of teachers	Percent of teachers
Ineffective Less than 40 points on Final Score	1	0.5%
Effective Teachers between 40 points and 74 points	120	58.2%
Highly Effective Teachers with score 75 and higher	85	41.3%

Table 3. Breakdown by categories for TIF schools

Category	Number of teachers	Percent of teachers
Ineffective Less than 40 points on Final Score	3	1.6%
Effective Teachers between 40 points and 74 points	115	60.1%
Highly Effective Teachers with score 75 and higher	75	38.3%

Table 4. Breakdown by categories for High schools

Category	Number of teachers	Percent of teachers
Ineffective Less than 40 points on Final Score	9	2.8%
Effective Teachers between 40 points and 74 points	238	74.6%
Highly Effective Teachers with score 75 and higher	72	22.6%

Source: PCS Portal- Focus

The tables show the number and percent of teachers that fall into each of the effectiveness categories

METHOD

Data from the teacher appraisal was pulled from Management Information Systems.

The following was done to clean the data:

- Duplicates inspected
 - Obvious duplicate records were removed
 - The highest Final Score value was kept for duplicate records with more than one Final Score for an individual Teacher

Total number of teachers= 718

STATISTICALLY SPEAKING

Normality was inspected:

- Data values for Skeweness and Kurtosis were within acceptable limits for the variables of Professional Expectations Data, Peer Review Data and Final Score indicating normality of the scores in the sample