

## Determining Performance Measures

### Questions to Ponder

1. What assessments will you use to measure student academic performance for each teacher type, grade-level, and subject area of teacher included in the plan?

*How did you make this decision? What assessments are available in your district?*

2. Have you decided upon the method that you will use to measure student performance?

*Will you use student attainment, value-added, norm-referenced NCEs, student portfolios, observations ,etc.? Will you use multiple measures?*

3. Based upon your district, what key components will you ensure get written in to each performance measure?

*If you are a small district, will you individualize the measure s to the campus and/or classroom? If you are a large district, what language will you use to ensure that measures are clear and attainable for all teachers?*

## Determining Performance Measures

### Questions to Ponder (continued)

4. What are the current capabilities of your data system?

*Does your data system have the capacity to track changes based upon the method selected? Can you get diagnostic and formative testing information to teachers to impact instruction? Are you contracting out any data collection and analysis?*

5. Have you identified the teacher or principal evaluation instrument(s) that will be used?

*Will student performance, completing certain actions, other ancillary data (graduation rates, attendance rates, etc.) be used?*

6. Have you determined whether other additional staff actions will be awarded?

*Professional development, assumes additional roles and responsibilities, works in hard-to-staff school, etc.?*

