

**Teacher and Administrator Appraisal Systems**  
**Standard Setting Panel Report**

Mississippi Department of Education

June 2005

Mississippi Department of Education  
Teacher and Administrator Appraisal Systems  
Standard Setting Panel Report

A standard setting panel of 14 educators met on May 27, 2005 to review the previously established cut scores for satisfactory performance in the Mississippi teacher and administrator appraisal systems. The panel's composition was representative of teachers and administrators with some of the members having served on the previous panel that established the performance standards in 2003, while others were new to the panel. Ms. Pamela M. Felder, Bureau Director, Office of School Improvement, Mississippi Department of Education chaired the meeting. External consultants were also present at the meeting to discuss the data and effects of setting various cut scores. Appendix A contains the names of the panel, consultants, and Department of Education attendees.

The purpose of the meeting was to determine if the current minimum requirements for satisfactory performance were still appropriate or whether the cut scores should be adjusted. The review was based on data obtained from the results of the first two years of conducting appraisals in priority schools and on other relevant factors considered important to the panel. The panel was also charged with recommending the standards for the assistant principal appraisal system, which was field tested in the 2004-05 school year.

The process for revisiting the standards began with an overview of the appraisal systems followed by a discussion of the data (see Appendix B for the distribution of scores for the various appraisal systems for 2003 and 2004) and the potential impact of various cut scores. A consensus of the panel was required to recommend any adjustments to the current standards. The panel members recommended increases in the cut scores for all existing appraisal systems with the exception of the teacher system, which remained at the present cut score (2.6). The panel also established a recommended cut score for the Assistant Principal system. .

The chart below shows the cut scores recommended by the standard setting panel.

**Cut Score Recommendations from Standard Setting Panel**

Teacher	Assistant Principal	Principal	Central Office	Superintendent
2.6	2.8	3.0	2.8	3.0

Many panel members raised concerns that they did not have enough data from the administrator systems to provide strong support for decisions and that the standards should be set or adjusted with the understanding that they will be reviewed in two years as more data become available. However, a member of the Department of Education informed the group that the number of administrators evaluated over the next two years will probably not generate enough impact data to strongly support cut score decisions. Therefore, in setting the standards, the panel not only reviewed existing data but considered, as well, other criteria to support their decisions. The

overall consensus of the panel was that we need to establish high expectations for our leaders and the recommended cut scores are in keeping with those expectations. Thus in setting the standards, the panel recommends:

- Keeping the current 2.6 cut score for Teachers
- Moving the current Principal cut score from 2.6 to 3.0 based on the available data and the leadership expectation of a principal
- Setting the Assistant Principal cut score at 2.8, reflecting available data and the expectation that an assistant principal should exhibit strong leadership, but not at the level of a principal
- Moving the Superintendent cut score from 2.6 to 3.0 based on the available data and the leadership expectation for a superintendent
- Moving the Central Office Administrator cut score from 2.6 to 2.8 based on the available data and the leadership expectation for a central office administrator.

Several committee members who participated in the initial standard setting reiterated their sentiments that the cut scores were set too low initially and that the adjusted cut scores are reasonable.

As a side note, members of the panel believe that the available data indicate that the application of the appraisal systems is quite appropriate. They also agree that teachers in a Priority School who have not met the performance standards of the teacher evaluation instrument should not be allowed to transfer to a Non-Priority School.

## APPENDIX A

List of Participants and Other Attendees

**Standard Setting Panel  
May 27, 2005 Meeting**

<u>Name</u>	<u>Position/Title</u>	<u>School/Organization</u>
Peggy Crowell	Central Office, Asst. Supt. For Student Services/Alternative Ed.	Jackson Public Schools
Limmie Flowers	Principal	Jackson Public Schools
Velma Jenkins	Retired Principal	Noxubee County School District
Agnes Lyles	Central Office, Retired	Vicksburg-Warren School District
Stephanie Morris	Teacher	Madison County School District
Jennifer Wilson	Principal	Greenwood Public School District
Lewis Sims	Teacher	Moss Point Separate School District
Joel Germany	Teacher	Marion County School District
David Sullivan	Central Office	Columbus School District
Linda Stevens	Teacher	Noxubee County School District
Trena Warren	Teacher, Elementary	Natchez Adams School District
Tina Scholtes	Teacher, Elementary	Starkville School District
Laverne Gentry	Higher Education	Jackson State University
LeAnn Fulton	Teacher	Philadelphia Public School District

**Mississippi Department of Education  
May 27, 2005 Meeting**

<u>Name</u>	<u>Position/Title</u>	<u>Division/Office</u>
Pamela Felder	Bureau Director	Office of School Improvement
Victoria Johnson	Division Director	Office of School Improvement
Charletta Dill	Division Director	Office of School Improvement
LaShonda Catchings	Education Specialist	Office of School Improvement
Sebrina Brown	Education Specialist	Office of School Improvement
Mario Jones	Education Specialist	Office of School Improvement
Dr. Kris Kaase	Bureau Director	Office of Student Assessment
Dr. Steve Hebbler	Director	Office of Research & Statistics
Judy Couey	Bureau Director	Office of Curriculum & Instruction
Wesley Williams	Bureau Director	Center for Teacher & Administor Development
Tanya Bradley	Bureau Director	Office of Special Education Program Improvement & Outreach

**Consultants  
May 27, 2005 Meeting**

<u>Name</u>	<u>Position/Title</u>	<u>School/Organization</u>
Dr. Russell French	Director of Institute for Assessment and Evaluation and Professor	The University of Tennessee
Dr. George Malo	Associate Vice Chancellor for Research and Assessment	Tennessee Board of Regents
Dr. Ernest Rakow	Assoc. Dean, College of Education Professor, Statistics	The University of Memphis

## **APPENDIX B**

Data Tables from Appraisal Results  
2003 and 2004

**Mississippi Teacher Appraisal System  
Overall Score Distribution and Cumulative Percentages  
School Summary**

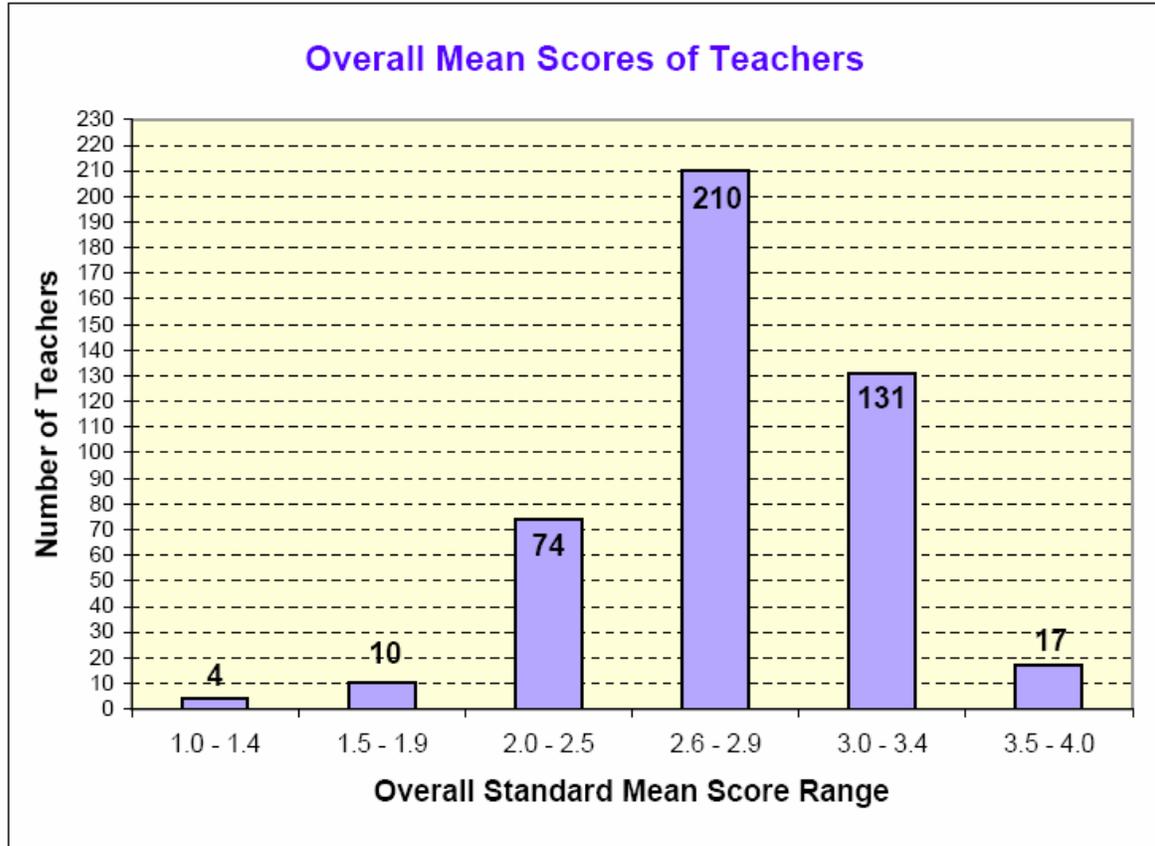
**All Schools  
2003 and 2004 Years**

	<b>Overall Mean Score</b>	<b>N</b>	<b>Cumulative N</b>	<b>Cumulative Percent</b>
	4.0	2	446	100.0%
	3.9	0	444	99.6%
	3.8	2	444	99.6%
	3.7	3	442	99.1%
	3.6	1	439	98.4%
	3.5	9	438	98.2%
	3.4	3	429	96.2%
	3.3	12	426	95.5%
	3.2	18	414	92.8%
	3.1	0	396	88.8%
	3.0	98	396	88.8%
	2.9	0	298	66.8%
	2.8	113	298	66.8%
	2.7	72	185	41.5%
<b>2003 Cut-Score</b>	<b>2.6</b>	<b>25</b>	<b>113</b>	<b>25.3%</b>
	2.5	25	88	19.7%
	2.4	7	63	14.1%
	2.3	18	56	12.6%
	2.2	13	38	8.5%
	2.1	0	25	5.6%
	2.0	11	25	5.6%
	1.9	0	14	3.1%
	1.8	6	14	3.1%
	1.7	3	8	1.8%
	1.6	0	5	1.1%
	1.5	1	5	1.1%
	1.4	0	4	0.9%
	1.3	3	4	0.9%
	1.2	1	1	0.2%
	1.1	0	0	0.0%
	1.0	0	0	0.0%

**Total Teachers: 446**  
**Met Standard: 358**  
**Standard Not Met: 88**  
**Pct. Not Meeting Std.: 19.7%**

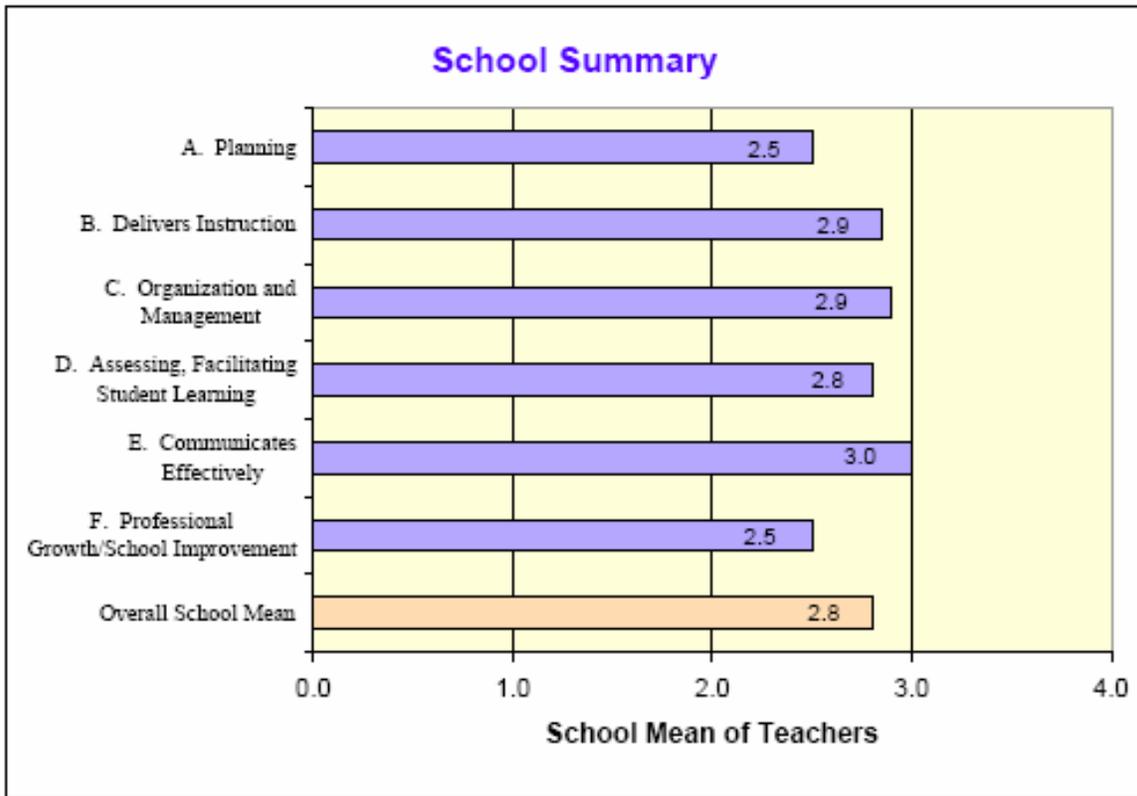
# Mississippi Teacher Appraisal System

All Schools  
2003 and 2004



# Mississippi Teacher Appraisal System

All Schools  
2003 and 2004



Number of Teachers: 446

**Mississippi Principal Appraisal System  
Overall Score Distribution and Cumulative Percentages  
School Summary**

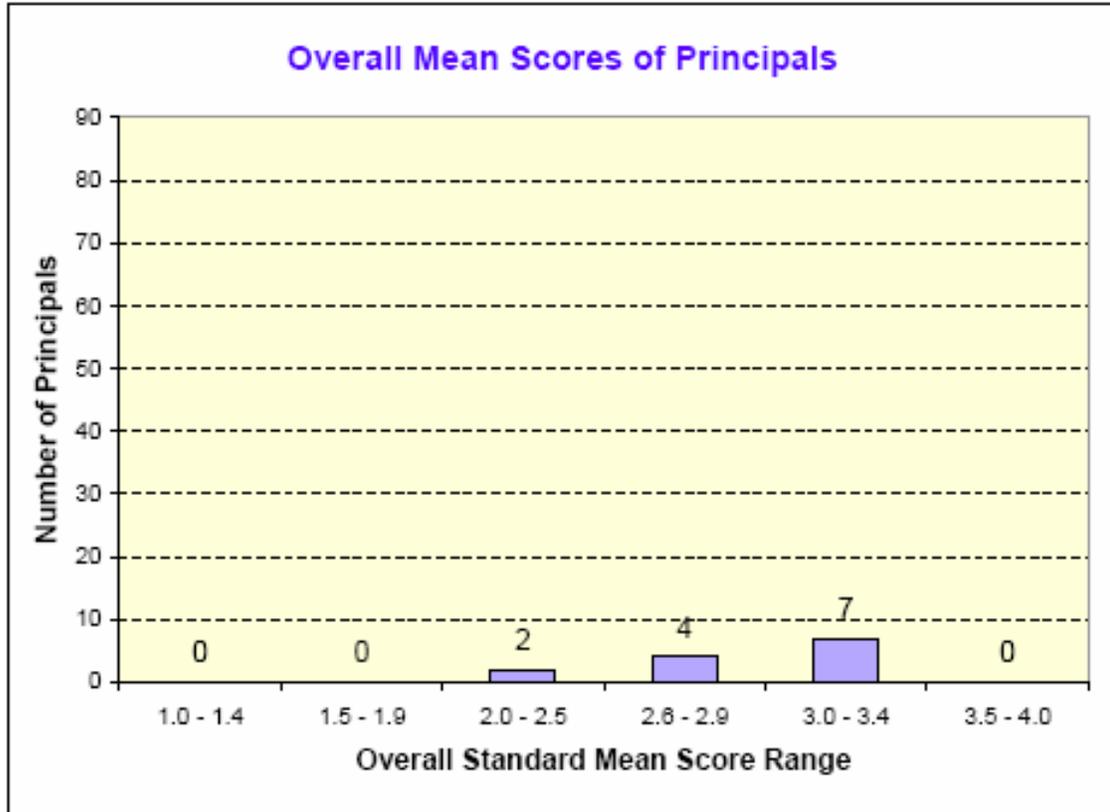
**All Schools  
2003 and 2004 Years**

	<u>Overall Mean Score</u>	<u>N</u>	<u>Cumulative N</u>	<u>Cumulative Percent</u>
	4.0	0	13	100.0%
	3.9	0	13	100.0%
	3.8	0	13	100.0%
	3.7	0	13	100.0%
	3.6	0	13	100.0%
	3.5	0	13	100.0%
	3.4	0	13	100.0%
	3.3	0	13	100.0%
	3.2	0	13	100.0%
	3.1	0	13	100.0%
	3.0	7	13	100.0%
	2.9	0	6	46.2%
	2.8	0	6	46.2%
	2.7	0	6	46.2%
<b>2003 Cut-Score</b>	<b>2.6</b>	<b>4</b>	<b>6</b>	<b>46.2%</b>
	2.5	0	2	15.4%
	2.4	0	2	15.4%
	2.3	0	2	15.4%
	2.2	0	2	15.4%
	2.1	0	2	15.4%
	2.0	2	2	15.4%
	1.9	0	0	0.0%
	1.8	0	0	0.0%
	1.7	0	0	0.0%
	1.6	0	0	0.0%
	1.5	0	0	0.0%
	1.4	0	0	0.0%
	1.3	0	0	0.0%
	1.2	0	0	0.0%
	1.1	0	0	0.0%
	1.0	0	0	0.0%

**Total Principals: 13**  
**Met Standard: 11**  
**Standard Not Met: 2**  
**Pct. Not Meeting Std.: 15.4%**

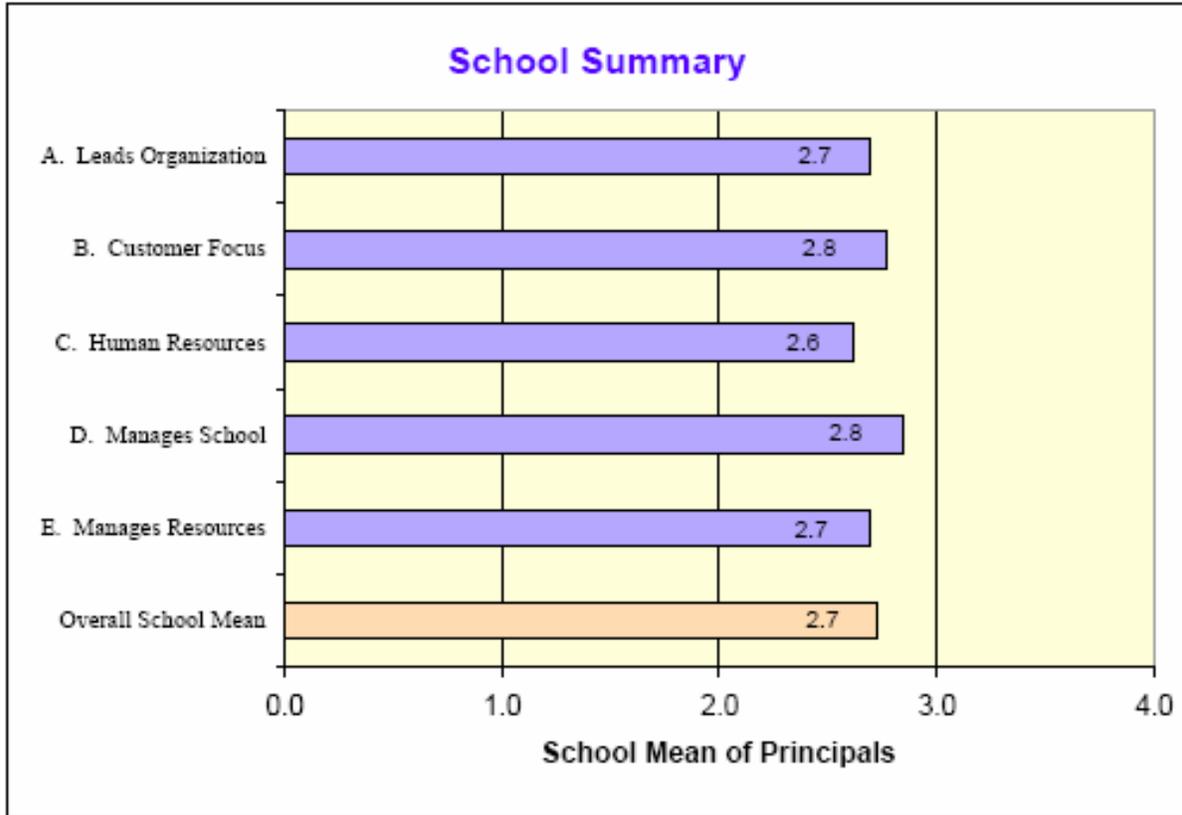
## Mississippi Principal Appraisal System

School: All Schools All Years  
Fall 03 and 04



## Mississippi Principal Appraisal System

School: All Schools All Years  
Fall 03 and 04



Number of Principals: 13

**Mississippi Superintendent Appraisal System  
Overall Score Distribution and Cumulative Percentages  
School Summary**

**All Systems  
2004**

	<u>Overall Mean Score</u>	<u>N</u>	<u>Cumulative N</u>	<u>Cumulative Percent</u>
	4.0	0	5	100.0%
	3.9	0	5	100.0%
	3.8	1	5	100.0%
	3.7	0	4	80.0%
	3.6	0	4	80.0%
	3.5	0	4	80.0%
	3.4	0	4	80.0%
	3.3	0	4	80.0%
	3.2	1	4	80.0%
	3.1	0	3	60.0%
	3.0	3	3	60.0%
	2.9	0	0	0.0%
	2.8	0	0	0.0%
	2.7	0	0	0.0%
<b>2003 Cut-Score</b>	2.6	0	0	0.0%
	2.5	0	0	0.0%
	2.4	0	0	0.0%
	2.3	0	0	0.0%
	2.2	0	0	0.0%
	2.1	0	0	0.0%
	2.0	0	0	0.0%
	1.9	0	0	0.0%
	1.8	0	0	0.0%
	1.7	0	0	0.0%
	1.6	0	0	0.0%
	1.5	0	0	0.0%
	1.4	0	0	0.0%
	1.3	0	0	0.0%
	1.2	0	0	0.0%
	1.1	0	0	0.0%
	1.0	0	0	0.0%

**Total Superintendents: 5**  
**Met Standard: 5**  
**Standard Not Met: 0**  
**Pct. Not Meeting Std.: 0.0%**

**Mississippi Central Office Appraisal System  
Overall Score Distribution and Cumulative Percentages  
School Summary**

**All Schools  
2003 and 2004 Years**

	<u>Overall Mean Score</u>	<u>N</u>	<u>Cumulative N</u>	<u>Cumulative Percent</u>
	4.0	4	79	100.0%
	3.9	0	75	94.9%
	3.8	7	75	94.9%
	3.7	0	68	86.1%
	3.6	7	68	86.1%
	3.5	0	61	77.2%
	3.4	9	61	77.2%
	3.3	0	52	65.8%
	3.2	14	52	65.8%
	3.1	0	38	48.1%
	3.0	28	38	48.1%
	2.9	0	10	12.7%
	2.8	5	10	12.7%
	2.7	0	5	6.3%
<b>2003 Cut-Score</b>	<b>2.6</b>	<b>4</b>	<b>5</b>	<b>6.3%</b>
	2.5	0	1	1.3%
	2.4	0	1	1.3%
	2.3	0	1	1.3%
	2.2	0	1	1.3%
	2.1	0	1	1.3%
	2.0	1	1	1.3%
	1.9	0	0	0.0%
	1.8	0	0	0.0%
	1.7	0	0	0.0%
	1.6	0	0	0.0%
	1.5	0	0	0.0%
	1.4	0	0	0.0%
	1.3	0	0	0.0%
	1.2	0	0	0.0%
	1.1	0	0	0.0%
	1.0	0	0	0.0%
<b>Total CO Admin:</b>		<b>79</b>		
<b>Met Standard:</b>		<b>78</b>		
<b>Standard Not Met:</b>		<b>1</b>		
<b>Pct. Not Meeting Std.:</b>		<b>1.3%</b>		

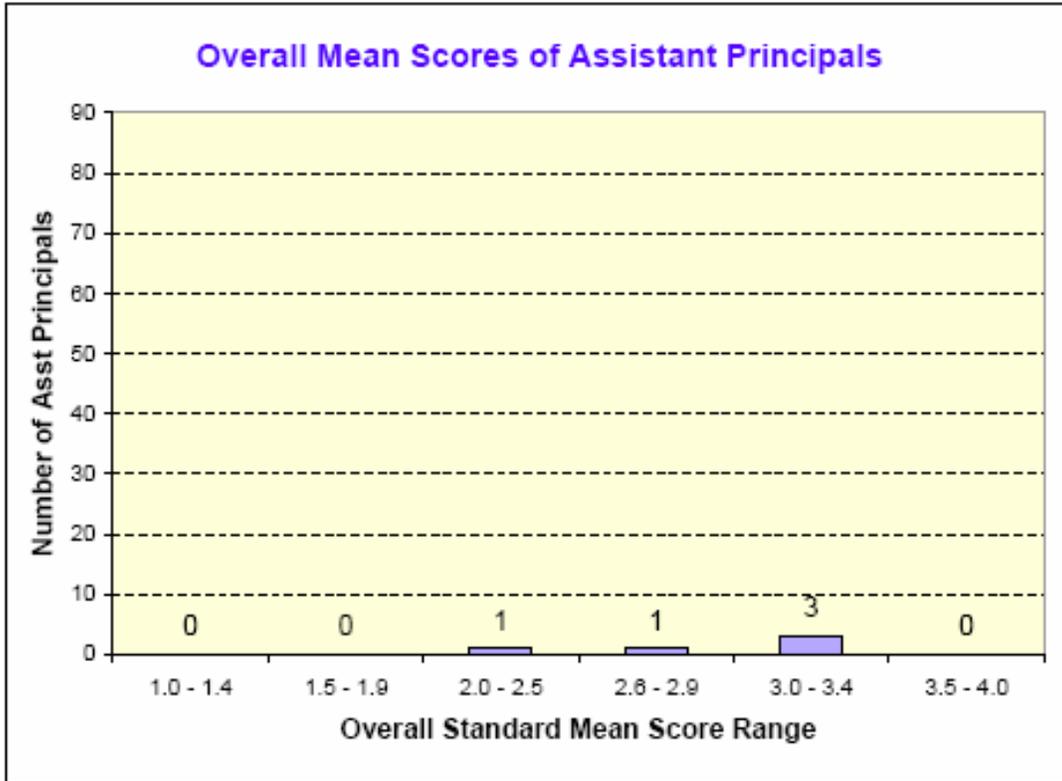
**Mississippi Assistant Principal Appraisal System  
Overall Score Distribution and Cumulative Percentages  
School Summary**

**School: 2004 Field Test  
Fall 04**

<u>Overall Mean Score</u>	<u>N</u>	<u>Cumulative N</u>	<u>Cumulative Percent</u>
4.0	0	5	100.0%
3.9	0	5	100.0%
3.8	0	5	100.0%
3.7	0	5	100.0%
3.6	0	5	100.0%
3.5	0	5	100.0%
3.4	0	5	100.0%
3.3	0	5	100.0%
3.2	2	5	100.0%
3.1	0	3	60.0%
3.0	1	3	60.0%
2.9	0	2	40.0%
2.8	1	2	40.0%
2.7	0	1	20.0%
2.6	0	1	20.0%
2.5	0	1	20.0%
2.4	0	1	20.0%
2.3	0	1	20.0%
2.2	0	1	20.0%
2.1	0	1	20.0%
2.0	1	1	20.0%
1.9	0	0	0.0%
1.8	0	0	0.0%
1.7	0	0	0.0%
1.6	0	0	0.0%
1.5	0	0	0.0%
1.4	0	0	0.0%
1.3	0	0	0.0%
1.2	0	0	0.0%
1.1	0	0	0.0%
1.0	0	0	0.0%
<b>Total Asst Principals:</b>	<b>5</b>		
<b>Met Standard:</b>	<b>4</b>		
<b>Not Met Standard:</b>	<b>1</b>		

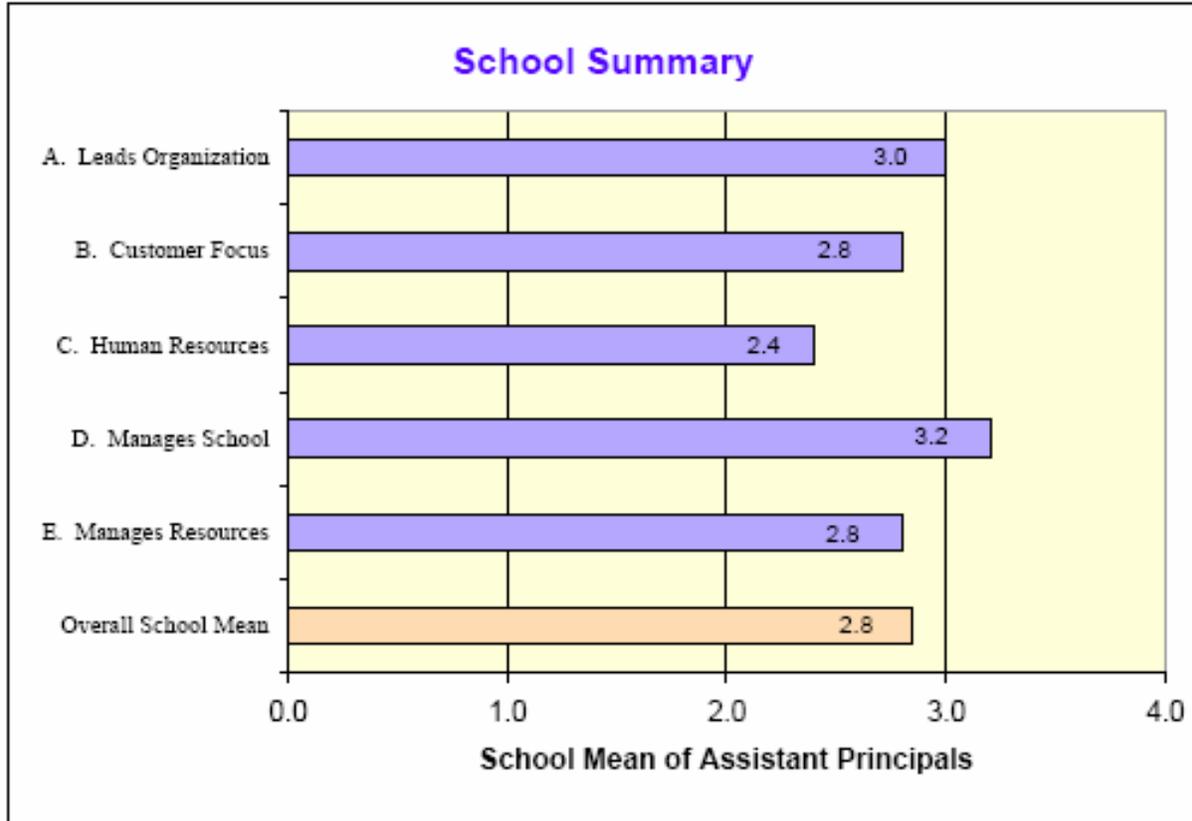
## Mississippi Assistant Principal Appraisal System

School: 2004 Field Test  
Fall 04



## Mississippi Assistant Principal Appraisal System

School: 2004 Field Test  
Fall 04



Number of Assistant Principals: 5

## APPENDIX C

Standard Setting Panel Cut-Score Recommendations  
for  
Mississippi Personnel Appraisal Systems

June 2005

Teacher	Assistant Principal	Principal	Central Office	Superintendent
2.6	2.8	3.0	2.8	3.0

**OFFICE OF INSTRUCTIONAL PROGRAMS AND SERVICES**  
**Summary of State Board of Education Agenda Items**  
**July 14-15, 2005**

**OFFICE OF SCHOOL IMPROVEMENT**

02. Approval to begin the Administrative Procedures Act process: To increase the standard (cut score) for the Validated Personnel Appraisal Instrument for Superintendents, Central Office Staff, and Principals as a part of the evaluation process for Priority Schools as recommended by the Standard Setting Committee. It is recommended that the standard (cut score) for the Validated Personnel Instrument for teachers remains the same at a score of 2.6.

A standard setting panel of 14 educators met on May 27, 2005, to review the cut scores for meeting satisfactory performance in the teacher and administrator appraisal systems. The panel composition was representative of teachers and administrators with some of the members having served on the previous panel that established the performance standards in 2003. The panel members recommended increases in the cut scores for all existing appraisal systems with the exception of the teacher system, which remained at the present cut score of 2.6.

Back-up material attached

Recommendation: Approval