

Strategic Waivers School Systems Performance Evaluation Policy

The Governor's Office of Student Achievement (GOSA) and Georgia Department of Education (GaDOE)

Updated: June 2016

Annual Evaluation of Progress towards Contracted Goals

Local districts may enter into Strategic Waivers School Systems (SWSS), formerly referred to as Investing in Educational Excellence (IE²), performance contracts with the State Board of Education. For all SWSS contracts effective during and after the 2015-2016 academic year, the Governor's Office of Student Achievement (GOSA) and the Georgia Department of Education (GaDOE) have agreed to a structure that sets the targets for these contracts. These accountability measures are the same for all schools, no matter the number of waivers requested by the local district.

By law, GOSA must monitor a local district's progress towards meeting its contracted performance goals. Schools demonstrating a trend of improvement, and meeting the equivalent of three years of targeted improvement by the end of the contract, will be deemed as meeting the accountability requirements of the contract. This document provides information regarding how GOSA will set these targets.

Setting Targets for the CCRPI Score

Each school in the contract must annually increase its College and Career Ready Performance Index (CCRPI) score without Challenge Points by 3% of the gap between the baseline year CCRPI score and 100.¹ The baseline year is 2015-2016 for districts entering contracts effective in both 2015-2016 and 2016-2017. Schools with baseline year CCRPI scores in the top quartile of the state within each grade cluster will be required to maintain or improve that level of performance.² A school that moves into the top quartile shall be required to remain at or above this threshold throughout the remainder of the contract. The threshold for the top quartile will be based on the baseline year. The examples below illustrate how GOSA will calculate the CCRPI score without Challenge Points and how it will set targets.

Calculating the CCRPI Score without Challenge Points

Performance evaluations use the CCRPI score without Challenge Points. To obtain this score, follow these steps:

- If a school does not span grade clusters, subtract the Challenge Points from the CCRPI score.
- If the school spans grade clusters, subtract the Challenge Points from the CCRPI score for each grade cluster and multiply this number by the cluster's enrollment percentage as presented on the CCRPI. Sum these products.

For example, Middle/High School A contains grades 6 through 12. The middle school grades received a CCRPI score of 75, with 5 Challenge Points. The middle school students comprise 40% of the school's students. The high school grades received a CCRPI score of 82, with 2 Challenge Points. The high school students comprise 60% of the school.

- Middle school grades:
 - Subtract the Challenge Points from the CCRPI Score: $75 - 5 = 70$
 - Multiply this number by the percentage of students who are in middle school grades: $70 * .4 = 28$
- High School Grades
 - Subtract the Challenge Points from the CCRPI Score: $82 - 2 = 80$
 - Multiply this number by the percentage of students who are in middle school grades: $80 * .60 = 48$
- Sum the CCRPI scores without Challenge Points, weighted by enrollment: $28 + 48 = 76$.

Setting Targets

Example 1: Middle School A has a baseline CCRPI score without Challenge Points of 60.0. The threshold for the top quartile for middle schools is 75.0.

- The gap between the baseline and 100.0 is 40.0: $100.0 - 60.0 = 40.0$.
- The school must increase its CCRPI score by 3% of the gap annually, or 1.2 points each year: $3\% \text{ of } 40.0 = 1.2 \text{ points}$.

Middle School A's targets are as follows:

Year of Contract	Target Score
Year 1	61.2
Year 2	62.4
Year 3	63.6
Year 4	64.8
Year 5	66.0

Example 2: Middle School B has a baseline CCRPI score without challenge points of 72.0. The threshold for the top quartile for middle schools is 75.0.³

- The gap between the baseline and 100.0 is 28.0: $100.0 - 72.0 = 28.0$.
- The school must increase its CCRPI score by 3% of the gap annually, or 0.84 points each year: $3\% \text{ of } 28.0 = 0.84 \text{ points}$.
- If the calculated target exceeds the top quartile threshold score of 75.0, the target is reset to 75.0.

Middle School B's targets are as follows:

Year of Contract	Target Score
Year 1	72.8
Year 2	73.6
Year 3	74.4
Year 4	75.0
Year 5	75.0

Example 3: Middle School C has a baseline CCRPI score without challenge points of 80.0. The threshold for the top quartile for middle schools is 75.0.

- Middle School C's score is in the top quartile. Therefore, Middle School C must maintain or improve its score over the course of the contract.

Middle School C's targets are as follows:

Year of Contract	Target Score
Year 1	75.0
Year 2	75.0
Year 3	75.0
Year 4	75.0
Year 5	75.0

“Second Look” Policy: Beating the Odds

If a school fails to meet its CCRPI target score, the school will be deemed as meeting its yearly performance target if determined to be “beating the odds” through an analysis that compares the school’s CCRPI to its expected performance as determined by the “beating the odds” model developed in partnership between GOSA and the GaDOE.

Schools that Open after the 2015-2016 School Year

GOSA will set targets based on the 2015-2016 CCRPI scores for schools that were open during the 2015-2016 school year (see School A in the example below). For schools that open after 2015-2016, GOSA will set targets based on the baseline year, which is the first year for which a school receives a CCRPI score. For example, if a school opens during the 2017-2018 school year, its targets will be set based upon the 2017-2018 CCRPI score. These targets will require an amendment to the existing contract.

As it relates to Exhibit D: Consequences, schools that open after the 2015-2016 school year will follow the same schedule as existing schools for Years 1-5. For example, if School B opens during the 2017-2018 school year and does not meet targets based on 2018-2019 or 2019-2020 performance data (Year 1 and Year 2 for School B), the district must follow the steps outlined in (a) of Exhibit D.

As it relates to the GOSA evaluation of the 2020-2021 performance data (Year 5 for original school; Year 3 for School B), schools that open after 2015-2016 that meet targets using 2020-2021 performance data will be deemed as meeting the academic goals of the contract. These schools will begin a new contract with new accountability goals if the district chooses to renew the contract (see School C in the example below). For schools that open after 2015-2016 that do not meet targets using 2020-2021 performance data, GOSA will continue to evaluate these schools through the fifth year of accountability (see School B in the example below). These schools will have the same accountability goals included in the renewed contract if the district chooses to renew the contract.

	School A		School B		School C	
2015-2016	Baseline					
2016-2017	Year 1	Does not meet target				
2017-2018	Year 2	Meets target	Baseline	{ School opens }	Baseline	{ School opens }
2018-2019	Year 3	Meets target	Year 1	Meets target	Year 1	Meets target
2019-2020	Year 4	Does not meet target	Year 2	Meets target	Year 2	Meets target
2020-2021	Year 5	Meets target	Year 3	Does not meet target	Year 3	Meets target
	Met academic goal; begin new contract		Did not meet academic goal; continue with current accountability goals		Met academic goal; begin new contract with new accountability goals	
2021-2022	Begin New Contract		Year 4		Begin New Contract	
2022-2023	Continue New Contract		Year 5		Continue New Contract	

Supplementary Goals

Districts may choose supplementary goals in addition to the goal to increase each school's CCRPI score without challenge points. GOSA does not recommend that districts include supplementary goals. However, if the district chooses to include supplementary goals, it must self-report yearly performance on these goals to GOSA by October 15 of the year following the evaluation year.

Summary of Revisions

October 2014

- Information added on supplementary goals

September 2015

- Information added on how to calculate the CCRPI score without Challenge Points

June 2016

- Information added on schools that open after the 2015-2016 school year
- Added summary of revisions section of the policy

¹ No rounding will occur until the final step when targets are set. Targets will be rounded to the first decimal place. GOSA rounds to one decimal place using standard rounding rules.

² The top quartile scores will be determined using the “centile” command in Stata. This program uses the following formula to determine percentiles: $n+1 * p$, where n is the total number of schools and p is the desired percentile.

Traditional grade clusters are elementary, middle, and high school. Schools that span grade clusters will be compared to all schools in the applicable grade clusters. For example, if a school contains grades 3-6, the school's “Single Score” will be compared to scores of all elementary and middle schools.

³ Numbers are not based on actual data.