**IE² Performance Evaluation Policy**
*The Governor's Office of Student Achievement (GOSA) and Georgia Department of Education (GaDOE)*
Updated: September 2014

**Annual Evaluation of Progress towards Contracted Goals**

Local districts may enter into Investing in Educational Excellence (IE²) performance contracts with the State Board of Education. For all IE² contracts effective during and after the 2015-16 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 2015-16 for districts entering contracts effective in both 2015-16 and 2016-17. 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 set 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% annually, or 1.2 points each year: 3% of 40.0 = 1.2 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% annually, or 0.84 points each year: 3% of 24.0 = 0.84 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 comparison with schools statewide having similar characteristics, such as Economically Disadvantaged students, English Language Learners, Students with Disabilities, school size, student/teacher ratio, etc.

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[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 12.1. 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.