

## **Strategic Waivers School Systems Performance Evaluation Policy**

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

Updated: July 2017

### **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 (IE<sup>2</sup>), 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 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.<sup>1</sup> 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 a CCRPI score in the top quartile each year. 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 (2015-2016 CCRPI). The thresholds are as follows:

- Elementary Schools: 76.8
- Middle Schools: 76.6
- High Schools: 79.8
- Schools that Span Clusters: 74.7

The following examples illustrate how GOSA will calculate the CCRPI score without Challenge Points and how it set targets.

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<sup>1</sup> The calculation for 3% of the gap between the baseline year CCRPI and 100 is not rounded when determining annual targets, and each year's starting value for the target calculation is not rounded (see Example 2 on p. 3). However, each annual target is rounded to the first decimal place since the CCRPI is rounded to the first decimal place. GOSA uses standard rounding rules for all rounding.

## 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.<sup>2</sup> Sum these products. Round to the nearest tenth.

**Example:** Middle/High School A contains grades 6 through 12. The middle school grades received a CCRPI score of 75.0, with 5.0 Challenge Points. The middle school students comprise 40.0% of the school's students. The high school grades received a CCRPI score of 82.0, with 2.0 Challenge Points. The high school students comprise 60.0% of the school. To calculate the Single Score without Challenge points, use the following formula:

$$\text{Single Score without Challenge Points} = ((\text{Middle School CCRPI} - \text{Middle School Challenge Points}) * \text{Middle School Enrollment Percentage}) + ((\text{High School CCRPI} - \text{High School Challenge Points}) * \text{High School Enrollment Percentage})$$

OR

$$\text{Single Score without Challenge Points} = ((75.0 - 5.0) * .400) + ((82.0 - 2.0) * .600) = 76.0^3$$

## Setting Targets

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

- 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	Baseline/Starting Value	Annual Change	Sum of Score and Annual Change	Target (Round to Tenths)
Year 1	60.0	1.2	61.2	61.2
Year 2	61.2	1.2	62.4	62.4
Year 3	62.4	1.2	63.6	63.6
Year 4	63.6	1.2	64.8	64.8
Year 5	64.8	1.2	66.0	66.0

<sup>2</sup> These enrollment percentages are rounded to the nearest tenth (XX.X%) to mimic the CCRPI calculation.

<sup>3</sup> The Single Score without Challenge Points is rounded to the nearest tenth (0.1).

**Example 2:** Middle School B has a baseline CCRPI score without Challenge Points of 74.4. The threshold for the top quartile for middle schools is 76.6.

- The gap between the baseline and 100.0 is 25.6:  $100.0 - 74.4 = 25.6$ .
- The school must increase its CCRPI score by 3% of the gap annually, or 0.768 points each year. ( $25.6 \times 0.03 = 0.768$  points).
- The expected increase of 0.768 each year is not rounded when calculating targets, but the CCRPI Single Score for the target in each year is rounded since CCRPI scores are rounded totenths.
- If the calculated target exceeds the top quartile threshold score of 76.6, the target is reset to 76.6.

Middle School B's targets are as follows:

Year of Contract	Baseline/Starting Value	Annual Change	Sum of Score and Annual Change	Target (Round to Tenths)
Year 1	74.400	0.768	75.168	75.2
Year 2	75.168	0.768	75.936	75.9
Year 3	75.936	0.768	Above Benchmark of 76.6	76.6
Year 4				76.6
Year 5				76.6

**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 76.6.

- 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	Baseline/Starting Value	Annual Change	Sum of Score and Annual Change	Target (Round to Tenths)
Year 1	80.0		Above Benchmark of 76.6	76.6
Year 2				76.6
Year 3				76.6
Year 4				76.6
Year 5				76.6

### **“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. For a technical overview of Beating the Odds, click [here](#).

## 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	
<b>2015-2016</b>	Baseline					
<b>2016-2017</b>	Year 1	Does not meet target				
<b>2017-2018</b>	Year 2	Meets target	Baseline	{School opens}	Baseline	{School opens}
<b>2018-2019</b>	Year 3	Meets target	Year 1	Meets target	Year 1	Meets target
<b>2019-2020</b>	Year 4	Does not meet target	Year 2	Meets target	Year 2	Meets target
<b>2020-2021</b>	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	
<b>2021-2022</b>	Begin New Contract		Year 4		Begin New Contract	
<b>2022-2023</b>	Continue New Contract		Year 5		Continue New Contract	

## Contract Consequences

	<b>Year 1 2016-17</b>	<b>Year 2 2017-18</b>	<b>Year 3 2018-19</b>	<b>Year 4 2019-2020</b>	<b>Year 5 2020-2021</b>
<b>GOSA Report to SBOE</b>	Winter 2017-18	Winter 2018-19	Winter 2019-20	Winter 2020-21	Winter 2021-22
					
<b>Consequence if Not Meeting Targets</b>	School-Led Improvement Plan	School-Led Improvement Plan	School- or District-Led Improvement Plan Depending on School's Unique Situation	School- or District-Led Improvement Plan Depending on School's Unique Situation	Variety of Options Depending on School's Unique Situation
					
<b>Planning</b>	Spring 2018	Spring 2019	Spring 2020	Spring 2021	Spring 2022
					
<b>Implementation</b>	August 2018	August 2019	August 2020	August 2021	August 2022

## GOSA Recommendations

When making recommendations to the SBOE at the end of the contract, GOSA will consider the following:

- Each school's CCRPI relative to its targets,
- CCRPI trend of performance,
- "Beating the Odds" designations over the course of the contract,
- School and district actions taken and planned to improve school performance, and
- Other factors important to understanding the context of the school's performance.

## 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 school 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

February 2017

- Information added to clarify quartile and rounding business rules
- Actual top quartile thresholds added
- Examples adjusted to reflect actual quartile thresholds and rounding examples

July 2017

- Information added on contract consequences and GOSA recommendations.