

Student Growth Goal (SGG) Local and State Contribution and Overall Performance Category

Sample SGG: For the current school year, all of my students will make measurable progress in historical argumentation and appropriate use of relevant historical evidence. All students will move up at least 1 level and 75% of students will achieve at the 3 or higher level on the reading/research and development areas of the LDC Argumentation Rubric.

Step 1: In order to determine the rating for the local contribution of the student growth goal, teachers and principals must use the Matrix for Determining Local Contribution. *Round to the nearest whole number between performance levels

Matrix for Determining Local Contribution				
Proficiency Target	High (≥80% of target)	H,L = Expected	H,E = High	H,H = High
	Expected (50-79% of target)	E,L = Expected	E,E = Expected	E,H = High
	Low (<49% of target)	L,L = Low	L,E = Expected	L,H = Expected
	Low (≤49%)	Expected (50-65%)	High (≥66%)	
	Growth Target			

HIGH Student Growth Rating =3 Points, **EXPECTED** Student Growth Rating = 2 Points, **LOW** Student Growth Rating = 1 Point

Step 2: Only applicable to ELA or math teachers in grades 4 through 8.

The following formula must be used when combining State Contributions (MSGP) and Local contributions (SGG):

$$.1 (\text{State Contribution-MSGP}) + .9 (\text{Local Contribution-SGG}) = \text{Student Growth Rating}$$

Step 3: Annually, the Overall Student Growth Rating must be averaged in the calculation of the Overall Student Growth Trend Rating as follows:

- One year of data = Student Growth Rating
- Two years of data = (Year 1 Student Growth Rating + Year 2 Student Growth Rating)/2
- Three years of data = (Year 1 Student Growth Rating + Year 2 Student Growth Rating + Year 3 Student Growth Rating)/3

Overall Average Score	Overall Student Growth Trend Rating
2.5-3.0	HIGH
1.5-2.49	EXPECTED
1.0-1.49	LOW

Table 10: Criteria for Determining Educator’s Overall Performance Category

Minimum Criteria for Determining an Educator’s Overall Performance Category		
Professional Practice Rating	Student Growth Trend Rating	Overall Performance Category
Exemplary	High or Expected	EXEMPLARY
	Low	ACCOMPLISHED
Accomplished	High	EXEMPLARY
	Expected	ACCOMPLISHED
	Low	DEVELOPING
Developing	High	ACCOMPLISHED
	Expected or Low	DEVELOPING
Ineffective	High	DEVELOPING
	Expected or Low	INEFFECTIVE