

**Using Student Academic
Achievement Results for Teacher
Evaluation,**

**Transforming a School Climate,
and Teacher Compensation**

Chuck Nagel
East Peoria Community High School District
#309

Chuck Nagel

- High school teacher for 18 years (Clifton Central H.S.)
- Junior High Assistant Principal for 1 year and principal for 6 years (Morton J.H.)
- Associate Superintendent for 4 years (East Peoria Elementary School District #86)
- Superintendent for 3 years (East Peoria Community High School District #309)

District #309

- HS District (3 feeder districts)
- Located on the other side of the IL river from Peoria
- Student enrollment of 1100+
- Staff of 220 (certified staff 90)
- School-Wide Title I – 41% poverty
- Students with IEP'S 14%
- EAV 443,000,000.00
- Estimated expenditures (FY13) 18,000,000
- City sales tax sharing agreement

Climate and Culture 2009

- Placed on Corrective Action (Failure to meet AYP 4 years)
- Placed on Corrective Action for Special Education (Focused Monitoring - Inclusion)
- Year long attempt to settle the contract
- Staff and administrative relationships (2009 focus groups):
 - Too many negative feelings among staff
 - Human side is fading away, teachers are viewed as bodies not people who have feelings
 - Teachers aren't being asked for input
 - As a staff member, our ideas and opinions and experiences are not considered or welcome
 - The teachers are not trusted
 - Most students and teachers here feel under-appreciated and ignored

Collective Bargaining Agreement

- **Elimination of traditional salary schedule**
 - Salary schedule is used to set salary for new employees
 - "In no event shall any newly hired teacher's salary exceed that of a current employee with the same or more years of credited service and the same or greater educational credits"
 - Placement at the proper step – No dollars associated
- **5 year agreement**
- **First 2 years \$1200 flat raise, last 3 years \$1000 flat raise, inclusive of Board-paid retirement**
- **Lane changes \$1771-\$1800-\$1825-\$1850, and \$1875**

Bonus

- "In addition to salary increases, each full time teacher shall be paid a bounce of \$300, exclusive of Board-paid retirement, for the 2010-2011 school year and a bonus of \$500, exclusive of Board-paid retirement, for the 2011-12, 2012-13, 2013-14 school years providing for that particular year the mean RIT scores for each of the 9th, 10th, and 11th grade classes meet or exceed the MAP targets for Mathematics and Reading, as established by NWEA, on the Spring (end of the year) MAP assessment. The bonus shall be paid no later than June 30th of the year the scores are achieved".

Assessment – Measures of Academic Performance

- Measures of Academic Progress (MAP) are
 - Common Core and State-aligned
 - Normed about every 2 years against 3 million students
 - Computerized adaptive tests
- The assessment itself is unique in that it adapts to the student's ability
- Used for student growth
- MAP tests measure academic growth over time, independent of grade level or age
 - Most importantly, the results educators receive have practical application to teaching and learning.
 - <https://www.nwea.org>

Results

- Using student data for teacher evaluation
- Stakeholders buy-in
- Flex/RtI
- Student incentive
- In the first two years our staff has received the bonus
- Over the last 2 years:
 - 71% of our students grew in Reading
 - 80% of the students met benchmark in Reading
 - 77% of our students grew in Math
 - 66% of our students met benchmark in Math

Questions

Dr. Chuck Nagel
East Peoria Community School District
#309
1401 Washington St.
East Peoria, IL 61611
309- 694-8307
nagelchu@ep309.org
