



Pennsylvania
Department of Education

Self-Reflection Guide

for Data Available Teachers

Development of the Act 13/SPM
for Teachers Receiving PVAAS
Teacher-Specific Reports



Pennsylvania Department of Education

Commonwealth of Pennsylvania

Josh Shapiro, Governor

Department of Education

Dr. Carrie Rowe, Acting Secretary

Office of Elementary and Secondary Education

Amy Lena, Deputy Secretary

Bureau of School Support

Sabrina Lindsay, Director

Division of Planning and Professional Development

Carrie Anderson, Chief

The Pennsylvania Department of Education (PDE) does not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, [sex] gender, sexual orientation, disability, age, religion, ancestry, union membership, gender identity or expression, AIDS or HIV status, or any other legally protected category. Announcement of this policy is in accordance with State Law including the Pennsylvania Human Relations Act and with Federal law, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990.

The following persons have been designated to handle inquiries regarding the Pennsylvania Department of Education's nondiscrimination policies:

For Inquiries Concerning Nondiscrimination in Employment:

Pennsylvania Department of Education

Equal Employment Opportunity Representative | Bureau of Human Resources

Voice Telephone: (717) 783-5446

For Inquiries Concerning Nondiscrimination in All Other Pennsylvania Department of Education Programs and Activities:

Pennsylvania Department of Education | School Services Unit Director

607 South Drive, Harrisburg, PA 17120

Voice Telephone: (717) 783-3750, Fax: (717) 783-6802

If you have any questions about this publication or for additional copies, contact:

Pennsylvania Department of Education | Bureau of Curriculum, Assessment, and Instruction

607 South Drive, Harrisburg, PA 17120

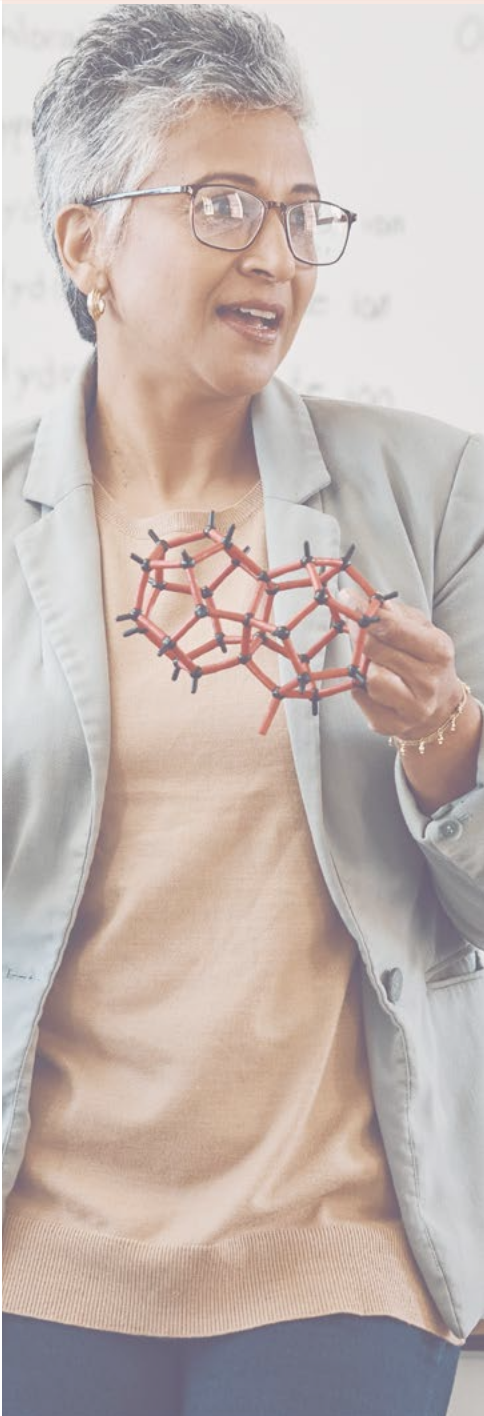
Voice: (717) 787-8913 | pa.gov/agencies/education

All Media Requests/Inquiries: Contact the Office of Press & Communications at (717) 783-9802.

Contents

- Purpose.....4
- The Importance of Self-Reflection 5
- Using this Self-Reflection Guide..... 5
- Summary of Steps for Data Analysis and Action Planning..... 6
- Details: Step by Step7
 - Step 1: Determine Data Sources7
 - Step 2: Analyze Data.....7
 - Step 3: Document Observations.....10
 - Step 4: Dig Deeper for Root Cause(s) 11
 - Step 5: Identify Needs of Currently Enrolled Students.....15
 - Step 6: Create an Action Plan16
 - Step 7: Plan to Monitor Progress 17
- End-of-Rating Review19
- Summary.....19

- Appendix A: Act 13 SPM Template.....20
- Appendix B: Resources 23
- Additional PVAAS Support..... 23



Purpose

The Guide

The purpose of this guide is to scaffold and support the process of teacher self-reflection, while simultaneously informing the identification and completion of the [Act 13 LEA Selected Measure-Student Performance Measure \(SPM\) Template](#).

For a teacher who receives PVAAS teacher-specific reporting, this guide will emphasize the use of PVAAS teacher reports, along with other data, to facilitate a process of self-reflection and inform the development of the SPM.

This guide is intended for “Act 13 data available” teachers who teach in state assessed grades and subjects, i.e., those who receive PVAAS Teacher Specific Reports.

*Note: All other teachers should access the guide titled **Teacher Self-Reflection Guide for Act 13 Non- Data Available Teachers** (those who teach in non-state assessed grades and subjects).*

The Template

The Student Performance Measure (SPM) Template, crafted as a customizable document, is designed to facilitate active participation in the evaluation process while:

- Aligning an identified student challenge or need to related school-level objectives and/or LEA-level priorities,
- Encouraging instructional innovation based on latest research and trends, and
- Improving educator practice.

The use of this template is optional; however, a Student Performance Measure (SPM) is required as part of the evaluation of Educator Effectiveness for professional employees serving as classroom teachers and for the interim rating of all professional employees (taken from Act 13 Student Performance Measure (SPM) Template).

The PDE Student Performance Measure (SPM) Template: LEA Selected Measures is found in [Appendix A](#).

Notes:

- *For those LEAs using their own locally developed LEA Selected Measures template, data obtained through this process can be applied to your own locally developed template.*
- *This guide does not provide step-by-step directions for navigating PVAAS teacher-specific reports nor local assessment reports. You may want to access the resources found in Appendix B for support in navigating and understanding how to interpret your PVAAS teacher specific reports.*
- *Information on the navigation and use of local assessments is best gleaned from the assessment vendor.*

The importance of self-reflection

Self-reflection is an essential component in one's own professional growth. Self-reflection is known to play a vital role in continuous learning to improve professional practice. It allows you to determine what is going well so that you keep doing what has been working. It also guides you in analyzing where your focus needs to be in order to continue to enhance achievement and growth outcomes for students.

Self-reflection is a critical piece of Act 13, and is focused on the overall question:

| To what degree is my practice
| impacting student outcomes? |

To that end, each step of the self-reflection process detailed in this guide supports (and links) to the related section of the (optional) PDE LEA Selected Measures Student Performance Template and is useful for completion of the SPM Template.

“It really comes down to not who teachers are, not what they do, but **how they think**. And if they think primarily that their job is to evaluate their impact, all the good things follow.”

JOHN HATTIE, 2015

Using this Self-Reflection Guide

This guide is intended to provide guidance to those teachers who are considered “data available” teachers under Act 13, i.e., those who receive PVAAS Teacher Specific Reports. There are a variety of ways that “data available” teachers can use this self-reflection guide in responding to Act 13 identification of Student Performance Measure (SPM):

- This guide can be helpful in your reflection on students’ needs through analysis of available data, including but not limited to PVAAS teacher specific reports.
- This guide is beneficial as a scaffold to completing your Act 13 LEA Selected Measures template (SPM) or a locally developed LEA Selected Measures template (refer to [Appendix A](#)).
 - You, as a teacher, may use this guide independently as you plan for the needs of your current students and begin to develop your student performance measure (Act 13 SPM).
 - You may complete this guide independently in preparation for the conference with your supervisor where you jointly discuss your professional growth, your goals and develop your LEA Selected Measure.
 - You may complete this guide independently in preparation for the initial conference where you and your supervising administrator agree upon the student performance measures(s) and criteria for delineating the four levels of student performance used to inform the educator rating.
 - You may ask that you and your supervisor complete this guide collaboratively during a supervisor-teacher conference or data conversation.
 - You may choose to engage in this self-reflection process with a trusted colleague or coach with whom you collaborate in reflecting and improving professional practice.

Additionally, completion of this Teacher Self-Reflection Guide may be used as evidence toward proficiency in the domains of the *Framework for Teaching*. Most closely related to the use of this guide is **Domain 4: Professional Responsibilities (4a, 4b, 4e)**. Educators may find additional direct connections depending on the action plan created.

Teachers in Data Available Grades/Subjects:

Summary of Steps for Data Analysis and Action Planning

Please note: There is a notation at each step showing the relevant *SPM Template* section.

At the beginning of the rating period: (from Act 13 Student Performance Measure (SPM) Template *Initial Conference*)

- Prior to the initial conference, the educator should reflect on student challenges/needs and draft a plan of action, referencing the Framework for Observation and Practice to inform the response.
- During the initial conference, the educator and supervising administrator should review and revise the draft, as appropriate, aligning the work to related school-level objectives and/or LEA-level priorities.
- During the initial conference, the educator and supervising administrator should agree upon the student performance measure(s) and criteria for delineating the four levels of student performance used to inform the educator rating. If using multiple measures, the educator and supervising administrator should pre-determine the proportional significance (i.e., weighting) to be assigned to each measure.
- Part I and Part II of the SPM Template should be completed, with the educator and supervising administrator providing signatures, dates, and any comments in the Initial Conference and SPM Approval fields under Part V.

STEP
1

Determine what Data Sources are available to you in your subject, grade, or course, including the PVAAS Teacher Value-Added and Diagnostic reports, academic/student learning data (summative, diagnostic, benchmark data), and data relative to attendance, discipline, course/subject grades, perceptual data from students, survey data from families, and more.

STEP
2

Analyze Data from both recent and historical sources, including the PVAAS Teacher Value-Added report, the PVAAS Teacher Diagnostic report, and additional data sources that can reveal trends over time. Include a variety of data types: student learning, demographic, perceptual, and process data.

STEP
3

Document Data Observations, using quantifiable data statements. This step requires documentation of data patterns and trends with clear statements of data observations. Use this information to determine the priority Student Challenge/Need on which you will focus.

- **Act 13/SPM: Part I, Student Challenge/Need.** What is the current context, corresponding evidence, and/or anecdotal information that informs your identification of this Student Challenge/Need?

STEP
4

Dig Deeper for Root Cause(s) in high-priority areas to plan for improvement and enhancements for the students you have this year.

- **Act 13/SPM: Part I, Plan of Action.** What resources are available to assist you in addressing the Student Challenge/Need?

STEP
5

Identify Needs of Currently Enrolled Students by creating PVAAS Custom Student Reports with projections to proficiency or higher on students currently enrolled in your subject/grade/course for this school year. Gather baseline data. What other data can you find on your current students?

STEP
6

Create an Action Plan based on self-reflection of your data, considering your goals and focus areas for the current/upcoming school year. Apply your findings from data analysis to your planning and delivery of instruction for your current students.

- **Act 13/SPM: Part I, Plan of Action.** What is your proposed response? What action steps will you implement to address this Student Challenge/Need?

STEP
7

Plan to Monitor the Progress of your currently enrolled students and their change in performance throughout the school year.

- **Act 13/SPM: Part II,** What student performance evidence or artifacts will you use to measure the progress and effectiveness of your response? and **Part III,** Mid-Point Reflection and Final Reflection.

Details: Step by Step

Each of the steps that follow combine steps for self-reflection on student outcome data with the related section of the [Act 13 Student Performance Measure \(SPM\) Template](#). At the end of each step or grouping of steps is a link to the appropriate space/section of the Act 13 SPM Template.

Steps 1, 2 and 3 will be helpful in completing Part I Student Challenge/Need section of the Act 13 SPM template

STEP
1

Determine Data Sources

The first step is to think about what sources of historical data will be helpful to you in reflecting on your own past practice.

PART I	
Student Challenge/Need	% Weighting
What is the current context, corresponding evidence, and/or anecdotal information that informs your identification of this challenge or need? ⓘ	

As a data-available educator, the first step is to think about achievement and growth trends based on state assessment data. *PVAAS Teacher-Specific Value Added* reports and *PVAAS Diagnostic* reports provide insight to growth trends, while percent proficient/ advanced metrics provide insight in achievement trends.

Additionally, consider what other sources of historical data will be helpful to you in reflecting on your own past practice. Examples of historical data may include, but are not limited to:

- Benchmark or Universal Screening data from beginning, middle, and/or end of year (BOY, MOY, EOY) including, but not limited to: Acadience®, aimsweb®, DIBELS® Next, Firefly from PDE, STAR, i-Ready®, NWEA MAP®
- Diagnostic data from beginning, middle, and/or end of year (BOY, MOY, EOY) including, but are not limited to CDT from PDE and i-Ready®
- Summative data, including but not limited to midterm and final exam data, and unit tests
- Advanced Placement (AP) exam data
- Grades
- Attendance data
- Discipline data
- Perceptual data from students and/or families
- Course pass and failure rate

Analyze Data

Using PVAAS in Act 13 Student Performance Measure (SPM) template, analyze:

A. PVAAS Teacher Value Added report

Analysis of this report is a beginning step towards the identification of *Part 1: Student Challenge/Need*. Describing the LEA selected measure requires creating a selected measure that has been informed by data.

PART I	
Student Challenge/Need	% Weighting
What is the current context, corresponding evidence, and/or anecdotal information that informs your identification of this challenge or need? ⓘ	

Your PVAAS Teacher Value Added report is a key data source informing this process! It is also a key source for self-reflection for the purpose of improving student outcomes.



Note: PVAAS is not the only data source that informs the Student Challenge/Need section but is a key piece of data for self-reflection and targeting a specific performance measure. As a teacher who receives PVAAS teacher-specific reporting, it is a highly reliable data set to inform your professional growth.

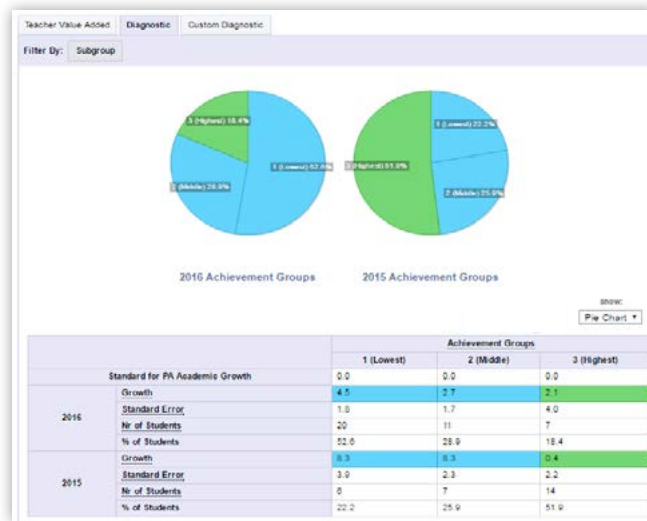
Do: Access your Teacher Value Added report and view the data representing your previous year and all historical years as available. Use the filters to display your data in various ways.

Ask Yourself:

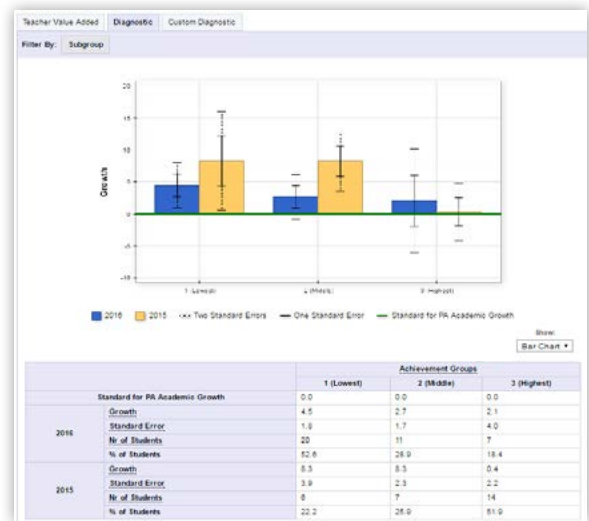
- What subject(s) and grade(s) or Keystone course are you viewing? (If your report addresses multiple subjects and/or grades, choose the subject/grade for your focus.)
- What growth color do you see in the most recent year? In each prior year? What does this growth color tell you?
- If you have multiple years of data in the subjects, grades, or courses, what patterns emerge?

B. PVAAS Teacher Diagnostic report

Next, drill down deeper into your growth reports by analyzing the *PVAAS Teacher Diagnostic* report for the same subject, grade, or course.



Sample Pie Chart View



Sample Bar Chart View

Ask Yourself:

- For the most recent year, what colors do you see for the:
 - Lowest achieving?
 - Middle achieving?
 - Highest achieving?
- If you have multiple years of data, compare the growth of groups of students in the most recent year to the growth of groups in the previous year(s). Is there a pattern, and what might that indicate to you?
- If you have enough students in a specific demographic student group, use the “Filter By: Student Group” button to select a student group of interest (e.g., Economically Disadvantaged, Special Education, English Learner). If you see white slices of the pie chart or no whisker for the group, you do not have enough students to receive a growth measure for that group of students (less than 5).
- If you have analyzed student demographic data, how does the pattern for the demographic student group compare to the pattern for the group as a whole?
- Based on your analysis of both your *PVAAS Value Added* report data AND your *PVAAS Diagnostic* report data, where are you seeing areas of need?

Think about this as it relates to the identification of your *Part 1: Student Challenge/Need*. You are now beginning to narrow your focus in identifying the Student Challenge/Need based on data and self-reflection.

Then, view your historical data sources to identify trends and patterns. With your selected data, analyze trends you might see in your data over two to three years.

- Are there groups of students with whom you have shown greater impact?
- What stands out as a priority in your analysis of targeted data sources?
- What data story does this begin to tell you about your work and your impact on past students?

Do: Access local assessment data. What other data is available to you to help inform your student challenge/need? The following are data tool examples only and you are not limited to what you see listed here:

- Diagnostic data (CDT from PDE)
- Benchmark data (Acadience®, Firefly from PDE, NWEA MAP®, STAR, etc.)
- Formative data
- Summative data

Ask Yourself:

- What does your local assessment data tell you? Consider your previous year(s) local assessment data as well as any current data.
- What patterns are evident that may help inform your focus for your current or incoming students?

STEP 3

Document Data Observations

Document data observations, using quantifiable data statements. Based on the data to be accessed and analyzed, compile a list of data observations which include quantitative data.

Some examples of data observation statements include:

- *My students with a history of lowest achievement showed “blue” growth, while my students with a history of highest achievement showed “green” growth in each of the past two years.*
- *80% of my students passed my Geometry final exam last year; 75% passed my final exam in two years previous to last year.*
- *For past 3 years, an average of 80% of my students received a 3 or higher on the AP exam aligned with my course, however, only 20% of students took the exam.*
- *I have made an average of 10 discipline referrals each month based on data over the past 3 years.*
- *Student survey data over the past 3 years shows that 95% of my students identified as feeling safe in my classroom.*
- *75% of my students had a Student Growth Percentile above 50 in STAR at EOY benchmark assessment. This has been consistent over the previous 3 years.*
- *My EOY (end of year) Acadience data indicates that 10% of my students are at high risk each year (previous 2 years).*
- *10% of my 3rd grade students scored in “blue” at BOY and 50% at MOY.*
- *80% of my Child Development class complete the required end-of-unit reflections.*
- *Scores on the portfolio rubric showed 45% of students earned a 3 score, while 25% earned a 4 score.*
- *Scores on the portfolio rubric showed 45% of students earned a 3 score, while 25% earned a 4 score.*



Now, Put It All Together!

Combine your thinking from Steps 1, 2, and 3 to complete the [Student Challenge/Need in Part 1, Appendix A](#). Add details on current context, corresponding evidence, etc. that informed your identification of this challenge or need. You will also need to determine the weighting.

Go to *Part 1: Student Challenge/Need* of the Act 13 SPM template. Think about the patterns and trends you have noted through self-reflection/analysis of your PVAAS *Value Added* report, your PVAAS *Diagnostic* report, and other local data available to you.

PART I	
Student Challenge/Need	% Weighting
What is the current context, corresponding evidence, and/or anecdotal information that informs your identification of this challenge or need?	

Considerations for: *What is the current context, corresponding evidence, and/or anecdotal information that informs your identification of this challenge or need?*

- What indicators led you to identify this challenge/need?
- Why did you choose this student challenge/need as a priority?
- What internal and/or external factors are driving this student challenge/need?
- What population(s) of the school community will be affected by implementing this response?

Note: At a later point in the process, you will need to identify the % Weighting.

STEP
4

Dig Deeper for Root Cause(s)

At this point, you have analyzed PVAAS growth data and other available data to identify the Student Challenge/Need. You are now ready to think about your proposed response ([SPM Part 1, Plan of Action, Appendix A](#)). Digging for root cause takes you to a further dive into your data and is an important step in determining your response. Thinking about the “why” behind your data (i.e., the root cause(s)) helps to inform the response needed.

PLAN OF ACTION:	
What is your proposed response?	

Your proposed response is informed through your data analysis efforts. Crafting your response to your data findings requires self-reflection on your own practice, with such questions as:

- What does my student outcome data tell me about my own effectiveness as a teacher?
- Why am I seeing what I am seeing in my data observation statements?
- What am I doing well that appears to be working?
- What areas of my practice may need to be refined or enhanced to respond to my student challenge/need?

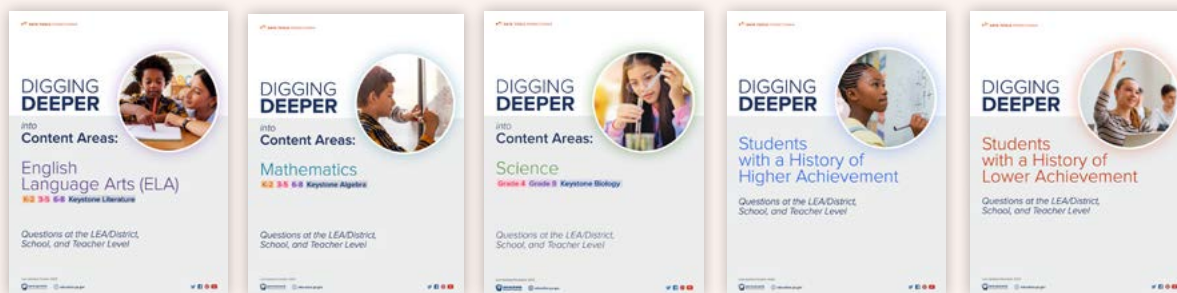
The Digging Deeper Guides

A Key Resource to Determine Root Cause... and Much More

[The Digging Deeper Guides](https://www.pa.gov/agencies/education/programs-and-services/instruction/elementary-and-secondary-education/assessment-and-accountability/pvaas/using-pvaas/digging-deeper-resources.html) (<https://www.pa.gov/agencies/education/programs-and-services/instruction/elementary-and-secondary-education/assessment-and-accountability/pvaas/using-pvaas/digging-deeper-resources.html>) can be a very helpful resource to guide you in the root cause and self-reflection process! The guides offer a structured way to reflect on your own practice by providing variables in curriculum, instruction, assessment, and organization known to positively impact student growth and achievement.

[The Digging Deeper Guides](#) are titled as follows:

1. English Language Arts
2. Mathematics
3. Science
4. Students with a History of Higher Achievement
5. Students with a History of Lower Achievement



Using the TEACHER section of the guides, you will find teacher-level questions in curriculum, instruction, assessment, and organization for your reflection.

Note: There are both system-level questions in the guides as well as teacher-level questions. Be sure to use the teacher-level questions found in the 3 content guides, i.e., ELA, Math, and Science. The teacher-level section uses the word “I” to emphasize that these are questions for self-reflection.

These guides promote self-reflection by posing questions related to variables known to have a positive impact on student growth and achievement. Using these guides helps to identify root cause(s) related to your data findings, guides your thinking as to your proposed response (see above) and also assist in creating the specific steps in your [Plan of Action](#).

Finding root cause(s) that are of the highest impact — i.e., the most likely variables contributing to the data patterns — requires careful and thoughtful consideration. It is essential to engage in this process by considering variables within the educator’s control, rather than those that are external.

Referencing the brief [PA Data Powershot: Finding Root Cause\(s\) – A Focus on Variables Within Our Control](#) (<https://www.youtube.com/watch?v=keSDPG4IJeY>) may be beneficial in considering variables within the educator’s control.



Putting it together:

You are ready to complete the [Proposed Response row in Appendix A](#). The following probing questions are found in the Act 13 LEA Selected Measures document and may be helpful as you complete this section.

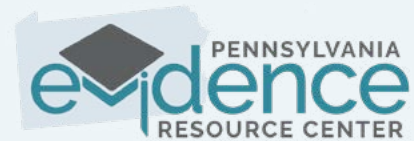
PLAN OF ACTION:	
What is your proposed response? ⓘ	

Considerations for: *What is your proposed response?*

- What is your proposed response?
- Why did you choose this response?
- How did you determine the appropriateness of this response to the identified challenge/need?
- How does your response align with school-level objectives and/or LEA-level priorities?
- Is your response supported by research-based best practices and/or educational innovation?

The PA Evidence Resource Center

Evidence-based Strategies to Inform Your Proposed Response



The Evidence Resource Center (www.evidenceforpa.org) is a web-based tool that is searchable by topic and includes important contextual information to help educators select strategies that are best for their local needs and context: what is known about what works, for whom, in which settings (including school type).

The ERC includes:

- Strategies, interventions, and activities with corresponding evidence and suggested ESSA tiers for relevant outcomes; and
- Opportunities to save, share, and review strategies of interest and relevant implementation experiences of PA educators.

Use this resources to locate a variety of strategies, interventions, and activities across attendance, vocabulary, subject-specific interventions, communication, and much more.

You are ready to complete the next two sections in the [Act 13 Part 1 of the Student Performance Measure \(SPM\) Template](#). Review the considerations below and think about what resources and supports are available for your proposed response. You may also want to consider the resources available to you on the PVAAS website; see [Appendix B](#) for examples.

What resources are available to assist you in addressing the student challenge/need? ⓘ

Considerations for: *What resources are available to assist you in addressing the student challenge/need?*

- What expertise do you possess to respond to the student challenge/need?
- How are identified resources appropriate to the response?
- How does collaboration contribute to the available resources and/or expertise?

If applicable, what additional expertise, resources, and/or other supports would assist you in meeting the student challenge/need? ⓘ

Considerations for: *If applicable, what additional expertise, resources, and/or other supports would assist you in meeting the student challenge/need?*

- What obstacles exist to your response to the student challenge/need?
- What resources are needed to overcome these obstacles (budgetary, material, time, professional learning, and/or personnel)?
- What might the role of collaboration be in overcoming these obstacles?

Identify Needs of Currently Enrolled Students

In this step, you'll gather baseline data on your current students and identify the needs of currently enrolled students. This information is very helpful as you begin to develop your action plan steps and complete this section of the [SPM Template, Part I Action Plan](#). Before completing this section, however, you will want to also work through Step 6 of this guide.

<p><i>What action steps will you implement to address this student challenge/need?</i></p>	<p>Specific Actions:</p>	<p>Timeline:</p>
<p>Framework Domain Alignment Reference the Domains of Practice to which this response aligns. (Check all that apply.)</p>	<div> <input type="checkbox"/> Planning & Preparation <input type="checkbox"/> Classroom Environment <input type="checkbox"/> Instruction <input type="checkbox"/> Professional Responsibilities </div>	

You are ready to think about your specific actions and timeline relative to your identified student challenge/need ([Part 1, Plan of Action](#)). To do that, you may want to use the *PVAAS Custom Student Reports* to assist in that step.

In identifying action steps, you want to be thinking about the trends that you found in your data relative to past students in order to apply those findings to actions that will benefit your current students. Now that you have identified the student challenge/need, you want to connect your actions to that need.

To do so, it may be helpful to turn once again to PVAAS to use student projections in identifying your incoming and/or current students. The goal is to apply what you have learned about your past practice and the resulting impact on your students to those students you currently have.

Do: Create (or request access to) *PVAAS Custom Student Reports* projections on your currently enrolled students in your subject/grade/course for this current school year or your incoming students for the purpose of gaining additional information to add to any baseline data available to you.

- Who do I have currently in my classroom(s)? How does what I've learned through my data analysis of previous students apply to my current students? How does this connect with my identified student challenge/need?
- Think back to the *PVAAS Teacher Diagnostic* report you viewed in Step 2. There you were likely to identify student groups (achievement, demographic, etc.) in need of greater support. Using the *Custom Student Report*, you can now determine the student group you have this year with similar characteristics in order to plan effectively for those students.

Go to the resource [Using PVAAS Custom Student Reports with Diagnostic and Benchmark Assessment Data for Improved Student Outcomes \(PDF\)](#) for guidance and a detailed example on using these reports to continue this work.

In addition to PVAAS projection data, consider other current data you have on your students. For example,

- What baseline (BOY) data do you have on your students, based on the benchmark, diagnostic, or other local assessment data that you have this year?
- Connecting your previous data history with students with available data on your current students, is there a group that requires changes in your instructional practice to enhance their progress, growth and achievement and or enhance student outcomes in areas such as grades, attendance, behavior, etc.?

STEP
6

Create an Action Plan

Create specific action steps to address your student challenge/need, keeping in mind your data and root cause analysis.

Do: Develop action steps to implement/address this student challenge/need, including specific actions and timelines.

Do: Indicate the *Domains of Practice* to which this response aligns.

What action steps will you implement to address this student challenge/need?	Specific Actions:	Timeline:		
	<input type="text"/>	<input type="text"/>		
Framework Domain Alignment Reference the Domains of Practice to which this response aligns. (Check all that apply.)	<input type="checkbox"/> Planning & Preparation	<input type="checkbox"/> Classroom Environment	<input type="checkbox"/> Instruction	<input type="checkbox"/> Professional Responsibilities

Considerations for: *What action steps will you implement to address this student challenge/need?*

- What action steps will you implement to address this student challenge/need?
- What strategies will you utilize in your response to the student challenge/need?
- What are realistic timeframes and/or benchmarks throughout the process?
- How will you monitor, reflect, and adjust your plan if necessary?



Putting it together:

Complete the Part 1, Specific Actions, Timeline, and Framework Alignment section.

Plan to Monitor Progress

Monitoring the progress of your currently enrolled students is critical. This step will address ways to monitor the progress of all students, in addition to the student performance evidence identified to measure the response to your action steps.

As a teacher who receives PVAAS reports, you may want to consider the use of growth goals to describe a specific measure.

Example: Students with history of higher achievement will gain (blue color in PVAAS).

Example: Students with a history of lower achievement will increase computation skills from BOY to MOY as measured by Acadience® math.

Note: These are just two examples of how PVAAS teacher-specific reports can be used to identify/describe an LEA Selected Measure that is specific to your own teacher effectiveness data.

Part II of the LEA Selected Measure SPM Template focuses on determining how you will be measuring progress toward your identified student challenge/need:

PART II	
Student Performance Measure (SPM)	Describe the LEA Selected Measure(s): <input type="text"/>
<i>What student performance evidence or artifacts will you use to measure the progress and effectiveness of your response? ⓘ</i>	<input type="checkbox"/> Locally Developed School District Rubric <input type="checkbox"/> District-Designed Measure & Examination <input type="checkbox"/> Nationally Recognized Standardized Test <input type="checkbox"/> Industry Certification Examination <input type="checkbox"/> Student Projects Pursuant to Local Requirements <input type="checkbox"/> Student Portfolios Pursuant to Local Requirement
Evaluation Describe the specific criteria that will inform the Educator Effectiveness rating. <small>NOTE: Student Performance Measures may be reused on an annual basis if the responses are updated and the educator continues to offer reflections.</small>	Distinguished: <input type="text"/> Proficient: <input type="text"/> Needs Improvement: <input type="text"/> Failing: <input type="text"/>

It is important to think about *how* you will monitor the growth of all of your students. Therefore, identifying what tools you will use is a first step to think about how you will monitor your students' outcomes. You may want to consider the individual growth or student progress measures provided by many local assessment tools. Some examples may include, but are not limited to: Student Growth Percentiles in STAR, RIT scores in NWEA/MAP®, Pathways of Progress in Acadience®/DIBELS®, and the CDT Growth and Progress report.

Considerations for: *What student performance evidence or artifacts will you use to measure the progress and effectiveness of your response?*

- What artifacts could demonstrate the effectiveness of your response to the student need?
- What evidence would be necessary to answer questions you might ask yourself mid-point?

Complete Part II now in the SPM Template, Appendix A.

Now you are ready to move to [Part III of the SPM template!](#)

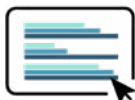
PVAAS reports can be helpful with this section (e.g., Part III, Educator Reflection). Specifically, using PVAAS student projection reports can assist educator(s) in comparing mid-point findings with the student’s projection (likelihood of reaching proficiency or higher). Likewise, the final reflection required on Part III of the template can include a comparison of end-of-year data with the student’s projection.

The following key PVAAS Projection Reports can be useful in this work:



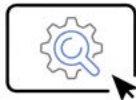
Student Reporting

featuring testing history, future projected performance, value-added growth, and more



Child Success Summary

featuring expected future performance on PSSAs, Keystones, and AP/college readiness exams



Custom Student Reports

featuring projections and probabilities grouped by subject, section, intervention, and more

During the agreed-upon interval of the rating period:

(from Act 13 Student Performance Measure (SPM) Template **Mid-Point Review**)

- Prior to the mid-point review, the educator should complete the Mid-Point Reflection field under Part III:

PART III	
Educator Reflection: Reflect on your success, unanticipated barriers, any supports that could have been useful, and next steps. <i>(NOTE: Response to student challenge/need may be revised mid-academic year, if agreed upon by both the administrator and educator.)</i>	Mid-Point Reflection: <input type="text"/>
	Final Reflection: <input type="text"/>

Considerations for: Mid-Point Reflection

- What data is available at mid-point for checking student progress toward the goal (student challenge/need) and/or revising the response if warranted?
- What evidence would be necessary to answer questions you might ask yourself mid-point?
- Is there evidence in my student learning data that students are on the right track (making gains) to either “meet or beat” their PVAAS projection?
- During the mid-point review, the educator and supervising administrator should examine initial evidence of student performance and discuss progress, unanticipated barriers, and needed supports, revising the SPM Template as appropriate and agreed upon by the educator and supervising administrator.
- The educator and supervising administrator should sign, date, and provide any comments in the Mid-Point Review field, and if applicable, the SPM Revision Approval field, under Part V.

At the conclusion of the rating period:

(from Act 13 Student Performance Measure (SPM) Template *End-of-Rating Review*)

- Prior to the end-of-rating review, the educator should complete the Final Reflection field under Part III.

PART III	
Educator Reflection: Reflect on your success, unanticipated barriers, any supports that could have been useful, and next steps. <i>(NOTE: Response to student challenge/need may be revised mid-academic year, if agreed upon by both the administrator and educator.)</i>	Mid-Point Reflection: <input type="text"/>
	Final Reflection: <input type="text"/>

Considerations for: *Final Reflection*

- What evidence exists that shows that students either met or exceeded their PVAAS projection?
- What evidence exists that demonstrates growth over the intended time period?
- During the end-of-rating review, the educator and supervising administrator should examine final evidence of student performance and discuss successes, unanticipated barriers, and any supports that might have been useful to the educator, which shall be used cumulatively to inform the Educator Rating in Part IV.
- The educator and supervising administrator should sign, date, and provide any comments in the End-of-Rating Review field under Part V.
- The rating in Part IV should be entered into the LEA-Selected Measures section of the corresponding PDE rating form to be factored as part of the overall rating of Educator Effectiveness for the professional employee.

Considerations: from Act 13 Student Performance Measure (SPM) Template

- What student performance evidence or artifacts will you use to measure the progress and effectiveness of your response?
- What artifacts could demonstrate the effectiveness of your response to the student need?



Putting it together:

Complete [Part III now in the SPM Template, Appendix A.](#)

Summary:

You have now walked through a process of self-reflection, using data available to you. You have completed Parts I, II, and III of the Act 13 LEA Selected Measures Student Performance Template.

Parts IV and V and the Final Reflection of Part III will need to be completed at the appropriate time frames.

PART IV				
Educator Rating:	<input type="checkbox"/> 0 Failing	<input type="checkbox"/> 1 Needs Improvement	<input type="checkbox"/> 2 Proficient	<input type="checkbox"/> 3 Distinguished

STUDENT PERFORMANCE MEASURE (SPM) TEMPLATE: LEA SELECTED MEASURES

Educator Name:

School/District:

Rating Period: FROM

TO

PART I

Student Challenge/Need

% Weighting

What is the current context, corresponding evidence, and/or anecdotal information that informs your identification of this challenge or need?

PLAN OF ACTION:

What is your proposed response?

What resources are available to assist you in addressing the student challenge/need?

If applicable, what additional expertise, resources, and/or other supports would assist you in meeting the student challenge/need?

What action steps will you implement to address this student challenge/need?

Specific Actions:

Specific Actions:

Timeline:

Timeline:

Framework Domain Alignment

Reference the Domains of Practice to which this response aligns.

(Check all that apply.)

☐ Planning & Preparation

☐ Classroom Environment

☐ Instruction

☐ Professional Responsibilities

PART II

Student Performance Measure (SPM)

Describe the LEA Selected Measure(s):

What student performance evidence or artifacts will you use to measure the progress and effectiveness of your response?

- ☐ Locally Developed School District Rubric
☐ District-Designed Measure & Examination
☐ Nationally Recognized Standardized Test

- ☐ Industry Certification Examination
☐ Student Projects Pursuant to Local Requirements
☐ Student Portfolios Pursuant to Local Requirement

Evaluation

Describe the specific criteria that will inform the Educator Effectiveness rating.

NOTE: Student Performance Measures may be reused on an annual basis if the responses are updated, and the educator continues to offer reflections.

Distinguished:

Proficient:

Needs Improvement:

Failing:

PART III

Educator Reflection:

Reflect on your success, unanticipated barriers, any supports that could have been useful, and next steps.

(NOTE: Response to student challenge/need may be revised mid-academic year, if agreed upon by both the administrator and educator.)

Mid-Point Reflection:

Final Reflection:

Educator Rating:

☐ **0**

Failing

☐ **1**

Needs Improvement

☐ **2**

Proficient

☐ **3**

Distinguished

PART V: Signatures & Comments

	<i>Supervisor</i>	<i>Educator</i>
Initial Conference	Supervisor Comments: Signature: Date:	Educator Comments: Signature: Date:
SPM Approval	Supervisor Comments: Signature: Date:	Educator Comments: Signature: Date:
Mid-Point Review	Supervisor Comments: Signature: Date:	Educator Comments: Signature: Date:
SPM Revision Approval <i>(if applicable)</i>	Supervisor Comments: Signature: Date:	Educator Comments: Signature: Date:
End-of-Rating Review	Supervisor Comments: Signature: Date:	Educator Comments: Signature: Date: <div style="border: 1px solid #ccc; padding: 5px; margin-top: 10px;"> <input type="checkbox"/> <i>I acknowledge that I have read the information contained herein and that I have been provided an opportunity to discuss it with the rater.</i> </div>

Additional Comments:

Appendix B: Resources

1. **Educator Effectiveness Resources on PDESAS.org**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12209>

- **Toolkit**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12296>

- **Frameworks for Observation & Practice**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12201>

- **Performance Templates**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12209>

- **SPM Examples from the Field**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12608>

- **Rating Forms (PEERS)**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12501>

- **Professional Development on Educator Effectiveness**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12339>

- **Training Schedule**

<https://www.pdesas.org/EducatorFrameworks/EducatorEffectiveness?SectionPageItemId=12334>

2. **PVAAS Teacher Specific Reports (e-Learning self-paced module)**

<https://pvaas.sas.com/videos/PA/Teacher-Specific-Reporting/index.html#/>

3. **Digging Deeper Guides**

<https://www.pa.gov/agencies/education/programs-and-services/instruction/elementary-and-secondary-education/assessment-and-accountability/pvaas/using-pvaas/digging-deeper-resources.html>

4. **PA Data Powershot: Finding Root Cause(s): A Focus on Variables Within Our Control**

(<https://www.youtube.com/watch?v=keSDPG4IJeY>)

5. **PA Evidence Resource Center** (www.evidenceforpa.org)

The Evidence Resource Center is a web-based tool searchable by topic with important contextual information to help educators select strategies that are best for their local needs and context: what is known about what works, for whom, in which settings (including school type).

Additional PVAAS Support

For questions about the PVAAS application, contact PVAAS Technical Support at pvaas.sas.com/contact.html and get assistance with topics such as:

- Logging in or managing accounts, usernames, passwords, and PPIDs, or
- Accessing or understanding student reporting.

For local support, contact your PVAAS IU Point of Contact, found on the [PDE Points of Contact page](https://www.pa.gov/agencies/education/programs-and-services/instruction/elementary-and-secondary-education/assessment-and-accountability/pvaas/pvaas-points-of-contact.html) (<https://www.pa.gov/agencies/education/programs-and-services/instruction/elementary-and-secondary-education/assessment-and-accountability/pvaas/pvaas-points-of-contact.html>).

For questions about policies or the use of reporting tools, contact your PVAAS Statewide Team for PDE at pdepvaas@iu13.org.



Pennsylvania
Department of Education

Self-Reflection Guide

for Data Available
Teachers

Development of the Act 13/SPM
for Teachers Receiving PVAAS
Teacher-Specific Reports

For questions, contact
pdepvaas@iu13.org

