

The Use of Multiple Years of Data to Calculate Median Student Growth Percentiles

Background

Educators who qualify to receive the median Student Growth Percentile (mSGP) score as one factor in their evaluation earn that score based on a) the most recent year or, b) the median of the previous three years combined – whichever is most advantageous to the educator. This document explains the process and answers several related Frequently Asked Questions (FAQ).

Qualifications for Teachers to Receive the 2015-16 mSGP Score

2015-16 mSGP data are available for those who taught language arts in grades 4-8 and/or math in grades 4-7. For the mSGP to be part of the evaluation, a teacher must:

- Have been the teacher of record for at least 60% of the course prior to the state assessment, and
- Have valid SGP scores for at least 20 separate students who were enrolled in the class for at least 70% of the school year before taking the assessment in 2015-16 or in 2013-14 and 2014-15 and 2015-16 combined.

Multiple Years of Data from the Same District

State evaluation requirements allow for the use of multiple years of mSGP data for educator evaluations within the same district. The analysis of several years of student growth provides the opportunity to demonstrate a fuller picture of educator effectiveness. Given that 2013-14 was the first year of AchieveNJ implementation, the 2015-16 evaluation cycle is the third multiple year of mSGP information can apply. Therefore:

- In 2015-16, a teacher may qualify to receive the mSGP score based on a total of qualifying students from up to the previous three years *in the same district* that reaches or exceeds the minimum number of 20 students. For example, if a teacher has 8 qualifying students from 2013-14 plus 10 from 2014-15, and then 10 from 2015-16 this totals 28 students, enough to qualify the teacher to receive the mSGP this year even though the teacher did not receive it last year.
- Each teacher receives the mSGP of the most recent school year OR of the previous three years combined – whichever is most advantageous to the teacher. So, if the median score from 2015-16 is 55 but the median from 2013-14 and 2014-15 and 2015-16 taken together is 60, the educator will receive the 60.
- With the 2015-16 evaluations, teachers will receive the mSGP of the most recent school year OR the median of the previous three years of student SGPs combined – whichever is most advantageous to the teacher. From that point forward, the most recent three years of student data will always be considered, with the teacher earning the higher mSGP of either the most recent school year, or of the most recent three years combined.

Frequently Asked Questions

- **Is the multi-year mSGP the average of the three previous years taken together?**
No, the multi-year mSGP is derived by creating an ascending list of all qualifying student SGPs from the previous years and identifying the median score on that list. The use of the median versus the average was selected because the measure is less sensitive to outliers (a handful of students who may have performed at the extreme end of the range in a given year).
- **Will multiple years of data be considered for my mSGP even if I had more than 20 students in each of the two previous years?**
Yes, multiple years are considered for all qualifying teachers. For some teachers, the combination of students in 2013-14 and 2014-15 and 2015-16 is needed to reach at least 20. In that case, the multi-year median must be used for the 2014-15 evaluation. In other cases, the teacher had at least 20 qualifying students in any of those years, and so the mSGP that will count for the 2015-16 evaluation will be the higher of either 2015-16 alone or the median of 2013-14 and 2014-15 and 2015-16 combined.

- **If I taught the same students in consecutive school years, do those students “count twice” for my multi-year mSGP?**
The scores for the same students will count in each year. If you had 8 students in 2013-14 and 10 in 2014-15 and 10 in 2015-16, and some or all of those students were the same across the two years, you would earn the multi-year mSGP for 2015-16 based on the 28 SGP scores accumulated over that time. Please note that in this case, the same *students’* SGP scores would be assigned to you for the three years, but each student’s scores are likely to be different in the different years (i.e., Albert could score a 52 in 2013-14 and a 58 in 2014-15 and a 60 in 2015-16, and each of those numbers would be included in the total list from which your multi-year median is drawn).
- **If I have earned the mSGP for 2015-16 based on accumulating 20 students in the three years of data (2013-14 and 2014-15 and 2015-16), can I use just the 2014-15 median for my mSGP?**
No, you can only use the median of one school year alone if it is from the current evaluation year and represents at least 20 qualifying students. Thus, if you have 20 qualifying students only when combining students from 2013-14 and 2014-15 and 2015-16, the mSGP from the combined years must be used.
- **If I have moved to a different district, does my mSGP information from my previous district travel with me to be factored in to my score in my new district?**
No, the use of multiple years of data to calculate mSGP must be within the same district. Therefore, if you moved to a new district for the 2015-16 school year, your 2015-16 mSGP is based only on that year and cannot include data from your previous district from 2013-14 and 2014-15.
- **Can I use the mSGP from any of the previous three years for my evaluation?**
No, you will receive the higher of two scores – either the mSGP from the most recent school year, OR the median of the most recent three years combined.

Additional Resources

- Teacher Evaluation Scoring Guide ([PPT](#) | [PDF](#))
- Principal Evaluation Scoring Guide ([PPT](#) | [PDF](#))
- [AchieveNJ SGP web page](#)

For More Information

- Visit the at www.nj.gov/education/AchieveNJ.
- Questions or feedback? Please email educatorevaluation@doe.state.nj.us, or call the AchieveNJ Help Line at 609-777-3788.