



PA Act 13

Educator Effectiveness

September 16, 2021

➤ Agenda

- Act 13 Overview
- Frameworks
- Student Performance Measure/Principal Goal
- Professional Development

Educator Effectiveness

- Rating Tools

▶ Act 13 Requirements

Classroom Teacher

- Includes Professional or Temporary Employee
- Provides direct instruction to students related to specific subject or grade level

Non-Teaching Professional

- Includes Professional or Temporary Employee
- Provides services other than classroom instruction
- E.g., Counselor, Home School Visitor, IT Specialist, Nurse, Psychologist, Speech and Language Pathologist

Principal

- Includes the following:
 - Principal
 - Assistant Principal
 - Vice Principal
 - Director of Career and Technical Education
 - Supervisor of Special Education **(new with Act 13)**



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Classroom Teachers

- Data Available Teachers
- Non-Data Available Teachers
- Teachers w/out Building Level Data
- Temporary Teachers

► Data Available Teacher

Act 82

- Observation/Practice **(50%)**
 - Planning & Preparation
 - Classroom Environment
 - Instruction
 - Professional Responsibilities
- Elective Data **(20%)**
 - District Designed Measures & Examinations
 - Nationally Recognized Standardized Tests
 - Industry Certification Examinations
 - Student Projects Pursuant to Local Requirements
 - Student Portfolios Pursuant to Local Requirements



Act 13

- Observation/Practice **(70%)**
 - Planning & Preparation
 - Classroom Environment
 - Instruction
 - Professional Responsibilities
- LEA Selected Measures **(10%)**
 - **Locally Developed School District Rubrics**
 - District Designed Measures & Examinations
 - Nationally Recognized Standardized Tests
 - Industry Certification Examinations
 - Student Projects Pursuant to Local Requirements
 - Student Portfolios Pursuant to Local Requirements



Teacher-Specific Data

	Act 82 15%	Act 13 10%
Student Performance - State Assessments	✓	✓
Student Growth - PVAAS	✓	✓
IEP Goals Progress	✓	✓
Locally Developed Rubrics	✓	

➤ Act 13: Teacher Specific Data (Set 10%)

3 Measures available and *directly* *attributable*

- State Assessments (2.5%)
- PVAAS (5.0%)
- IEP Goals Progress (2.5%)

Only 2 Measures available and *directly* *attributable*

- Applicable Measures (5% each)

Only 1 Measure available and *directly* *attributable*

- Applicable Measure (10%)

If no measures are available and directly attributable to the teacher,
the 10% will be re-allocated to LEA Selected Measures.



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➤ SLO vs. Student Performance Measure

SLO (Act 82)

- Required and complex template
- Rigid structure
- Quantitative (assessment focus)
- Lack of alignment between educator and principal templates



SPM (Act 13)

- Optional and streamlined template
- Flexible structure
- Qualitative addition
- Close alignment to Principal Performance Goal Template

▶ Act 13: IEP Goals Progress Measure

Regardless of certification area, all **classroom teachers** shall be accountable for student progress toward IEP Goals Progress if students have identified IEP Goals to which the teacher contributes data used by the IEP team to monitor progress.

The n count is defined as follows:

- The **n count may not exceed 11** (n count is less than or equal to 11).
- An “**active n count**” based on the portion of instructional responsibility may be used rather than an “**actual n count**”.
- The n count should apply to a **grade-level cohort** or correlate to all students within a subject area rather than a single class or course taught by the teacher.

▶ Building Level Data

	Act 82 15%	Act 13 10%
Academic Achievement - State Assessments	✓	✓
Closing Achievement Gap - All students	✓	
Closing Achievement Gap - Historically Underperforming Students	✓	
Academic Growth - PVAAS	✓	✓
Attendance	✓	✓
Promotion	✓	
Graduation	✓	✓
Advanced Achievement	✓	
Change Multiplier - Adjusted based on Economically disadvantaged student population		✓

▶ Act 13: Building Level Score

The Building Level Score will provide a quantitative academic score based upon a 100-point scale to represent the overall academic performance of each school in Pennsylvania.

Academic Achievement

ELA	15 points
Math	15 points
Science	10 points

Academic Growth

ELA	15 pts
Math	15 pts
Science	10 pts

Other Academic Indicators

Attendance Rate	10 pts
Graduation Rate	10 pts

*Absent a Graduation Rate,
Attendance Rate is 20 Points.

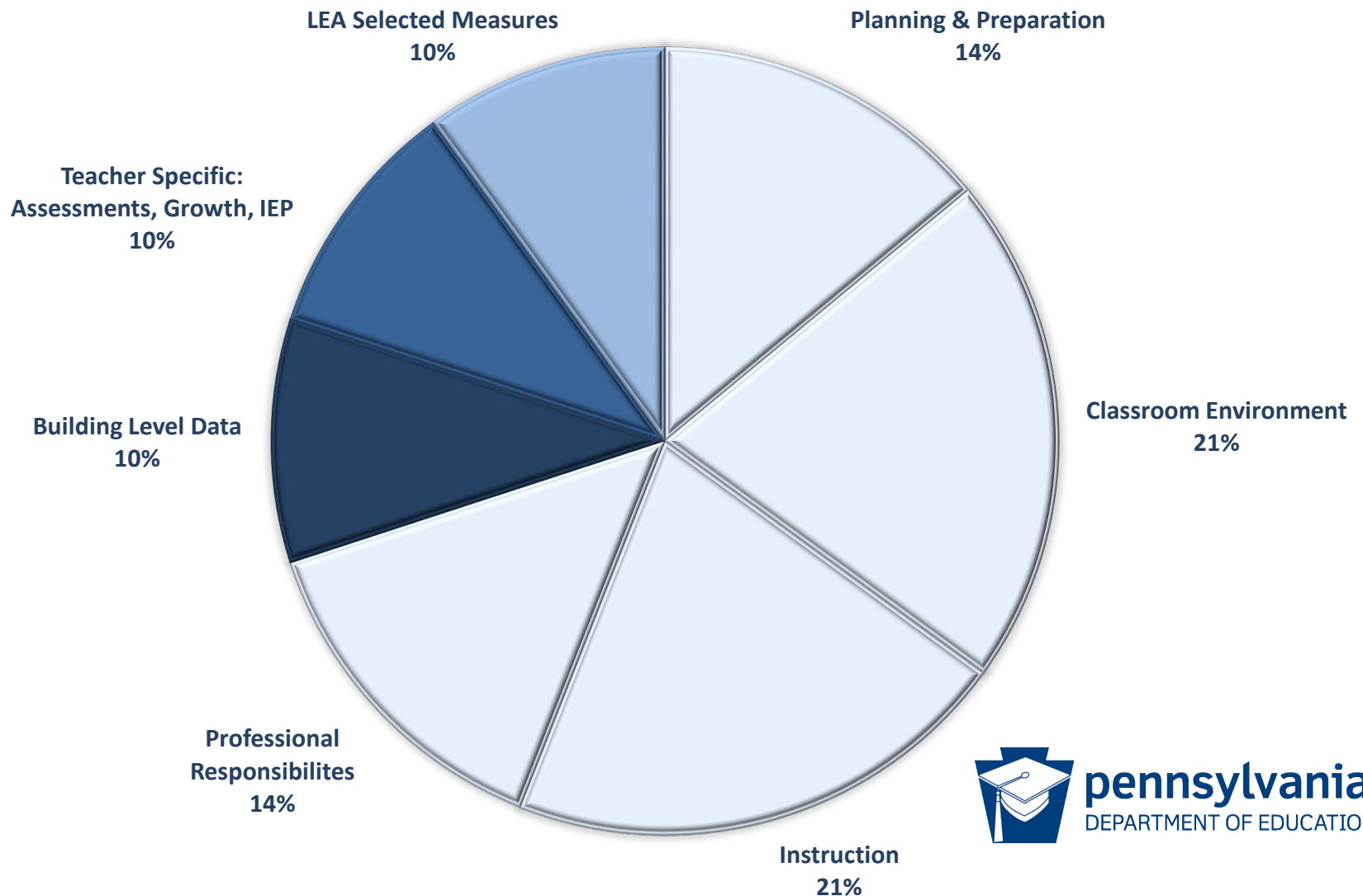


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► Act 13: Challenge Multiplier

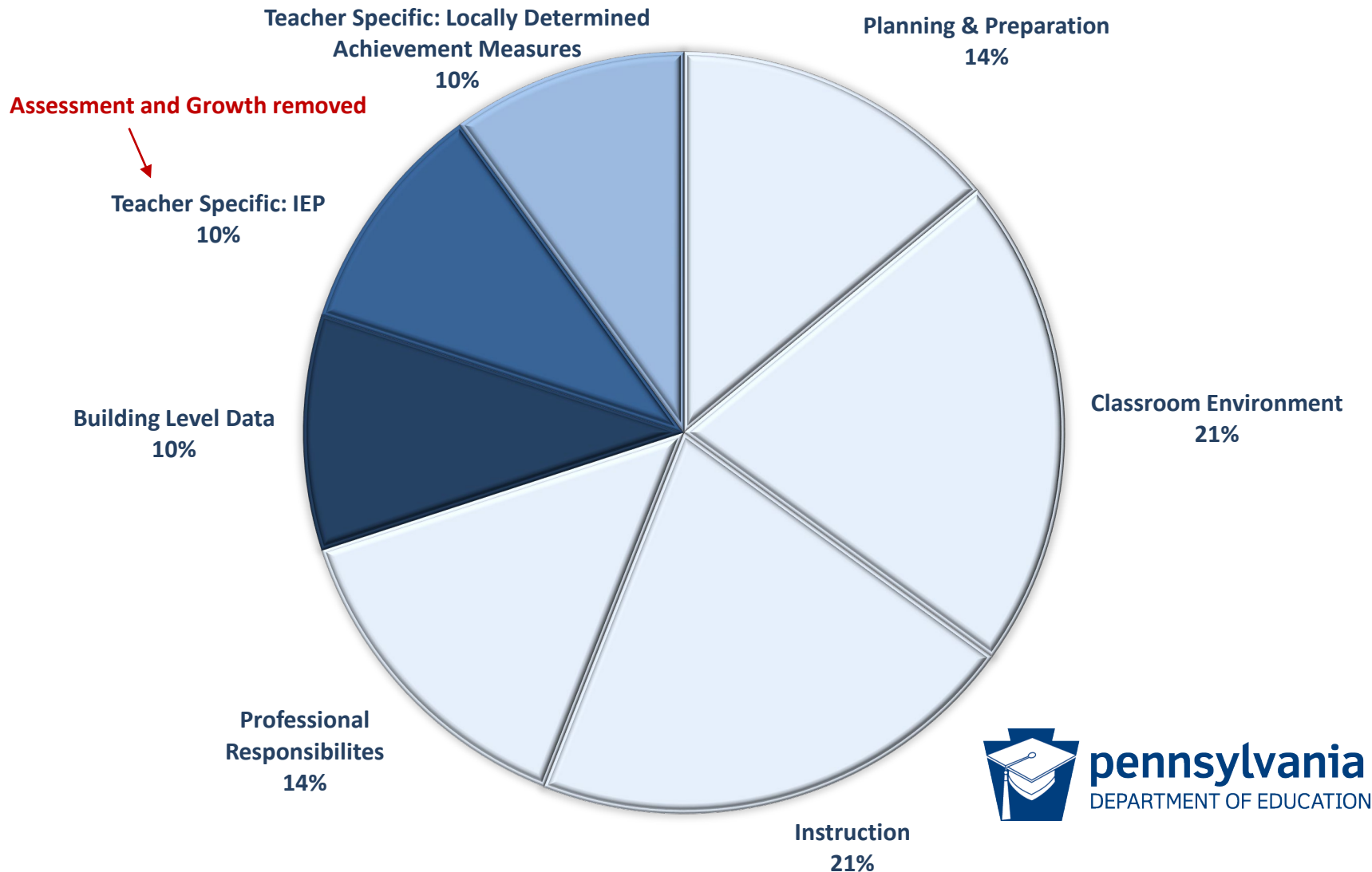
	Unadjusted Building Score	Adjusted Building Score
School A <i>92% Economically Disadvantaged</i>	61.0	65.1
School B <i>38.5% Economically Disadvantaged</i>	61.0	62.7

▶ Act 13: Data Available Teacher



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➤ Act 13: Non-Data Available Teacher



► Act 13: Teachers w/out BLD



▶ Act 13: Temporary Teacher

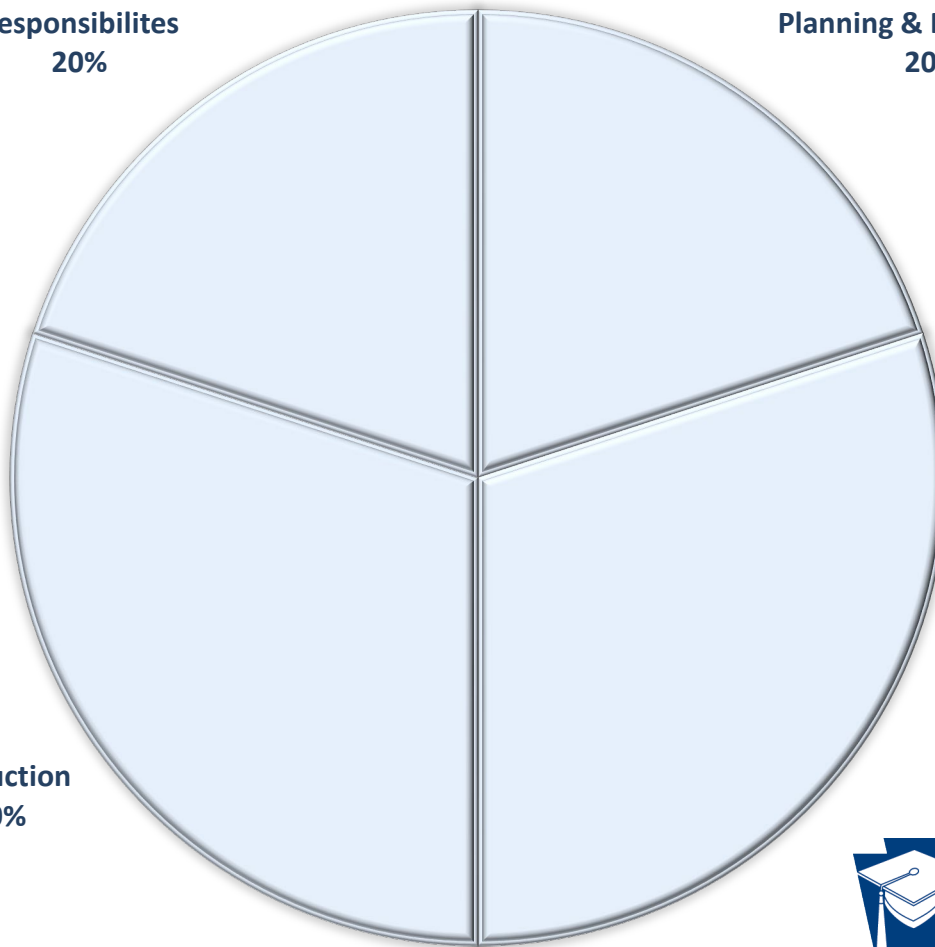
Professional
Responsibilities
20%

Planning & Preparation
20%

Classroom Environment
30%

Instruction
30%

Observation/Practice
rating only



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Non-Teaching Professionals

- Non-Teaching Professionals w/Building Level Data
- Non-Teaching Professionals w/out Building Level Data
- Temporary Non-Teaching Professionals

▶ Classroom Teacher vs. NTP

Act 82

To determine whether you are a teaching professional, you must be able to answer yes to the following two questions:

1. Are you working under your instructional certification?
2. Do you provide direct instruction* to students in a particular subject or grade level?

*Direct instruction is defined as planning and providing the instruction and assessing the effectiveness of the instruction.



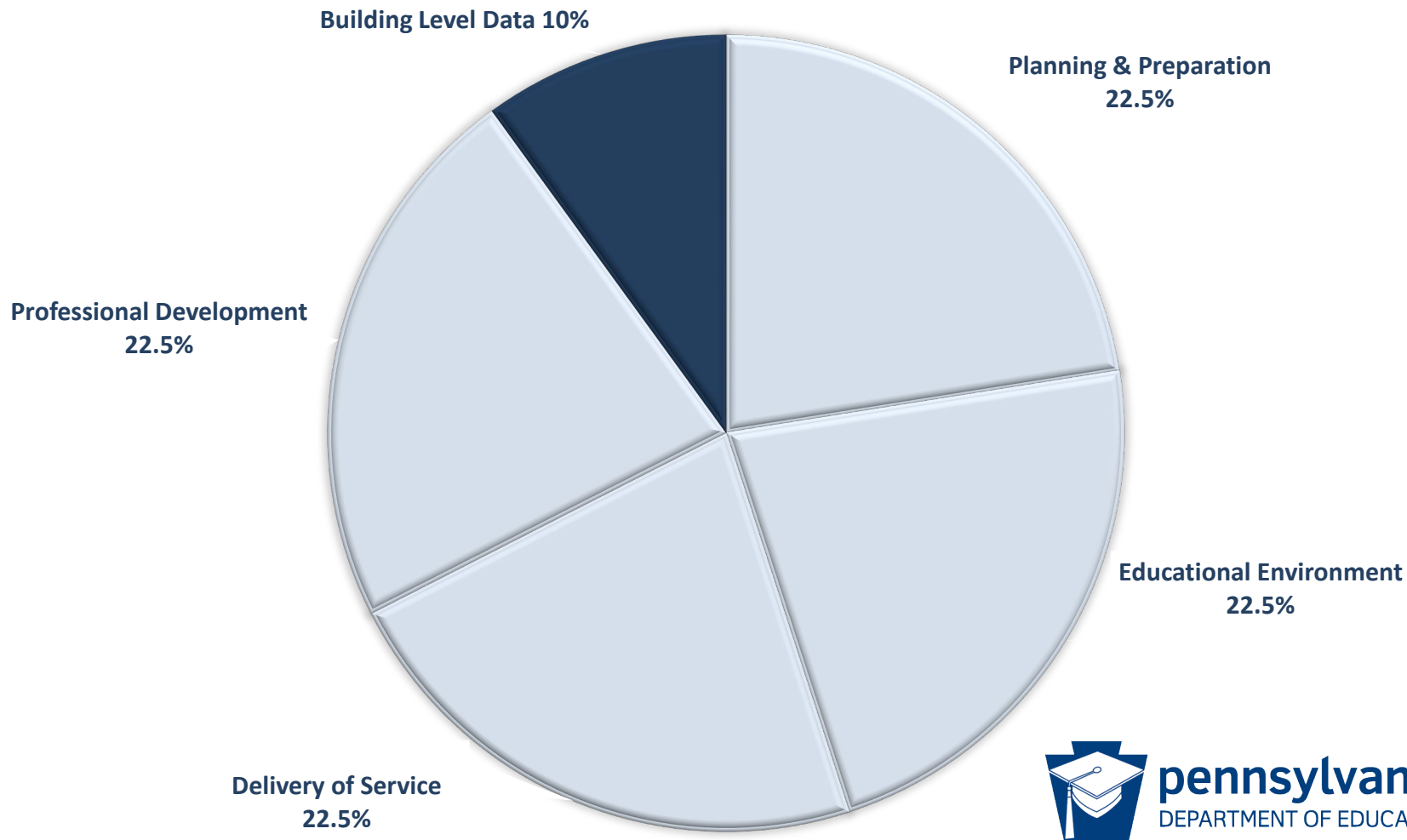
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Local determination



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▶ Act 13: NTP w/Building Level Data



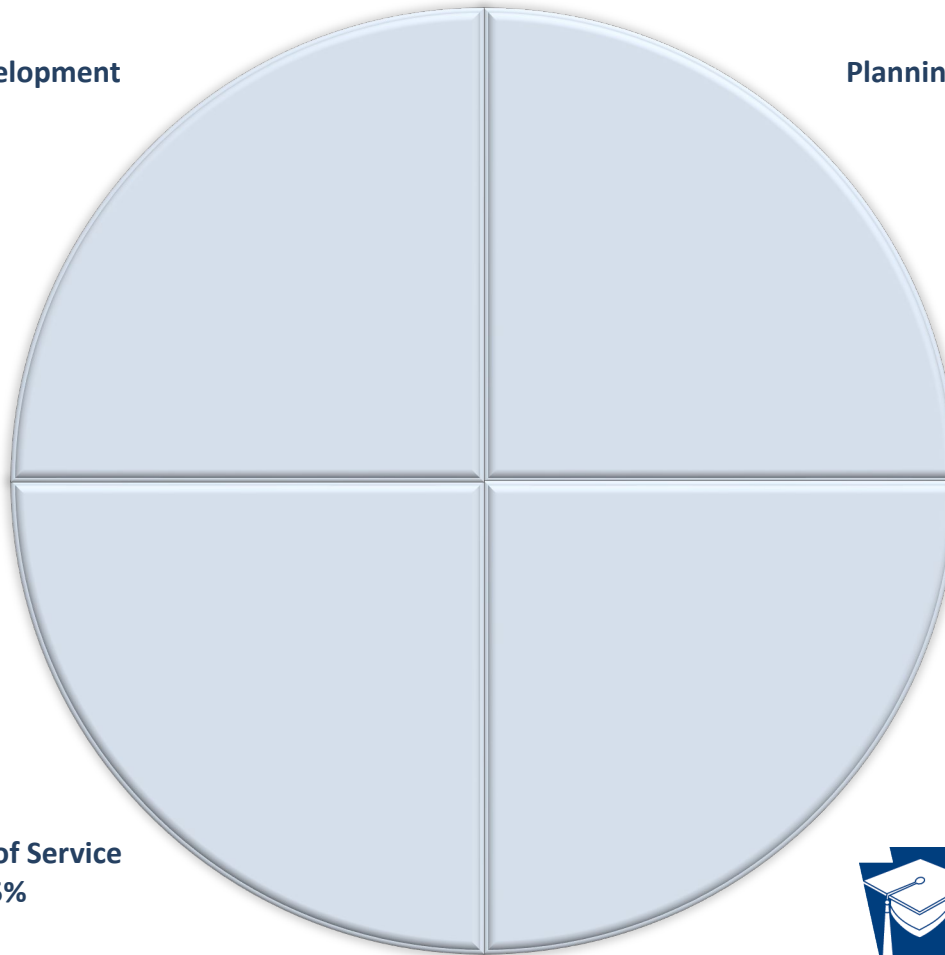
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▶ Act 13: NTP w/out Building Level Data

Professional Development
25%

Planning & Preparation
25%

Observation/Practice
rating only



Educational Environment
25%

Delivery of Service
25%



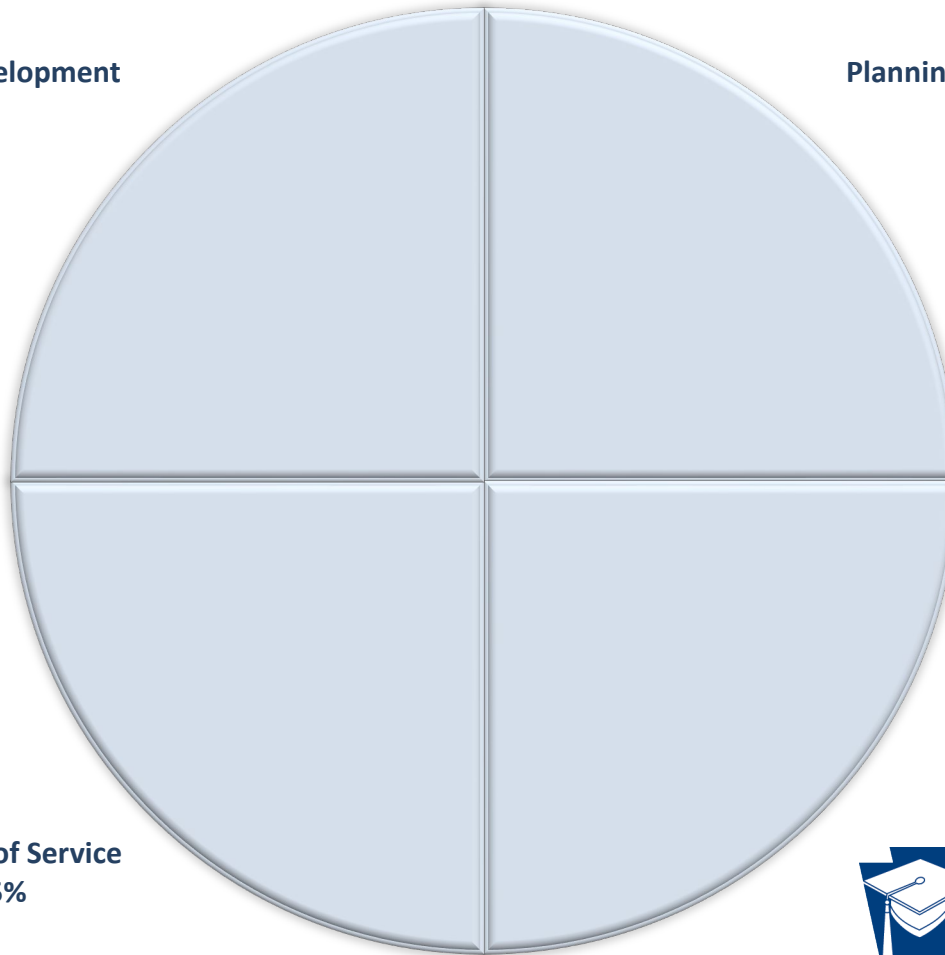
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▶ Act 13: Temporary NTP

Professional Development
25%

Planning & Preparation
25%

Observation/Practice
rating only



Educational Environment
25%

Delivery of Service
25%



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Principals

- Principals w/Building Level Data
- Principals w/out Building Level Data
- Temporary Principals

Principal includes building principals, assistant/vice principals, CTC Directors, and Special Education Directors



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► Data Available Principal

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- Observation/Practice* (50%)
 - Planning & Preparation
 - Educational Environment
 - Delivery of Service
 - Professional Development

**Existing Framework crosswalks areas to 4 Leadership Domains*

- Elective Data (20%)
 - District Designed Measures & Examinations
 - Nationally Recognized Standardized Tests
 - Industry Certification Examinations
 - Student Projects Pursuant to Local Requirements
 - Student Portfolios Pursuant to Local Requirements



Act 13

- Observation/Practice **(70%)**
 - Planning & Preparation
 - Educational Environment
 - Delivery of Service
 - Professional Development
- **Performance Goals (20%)**
 - Determined prior to school year
 - Set by supervisor and principal
 - May be district or building specific

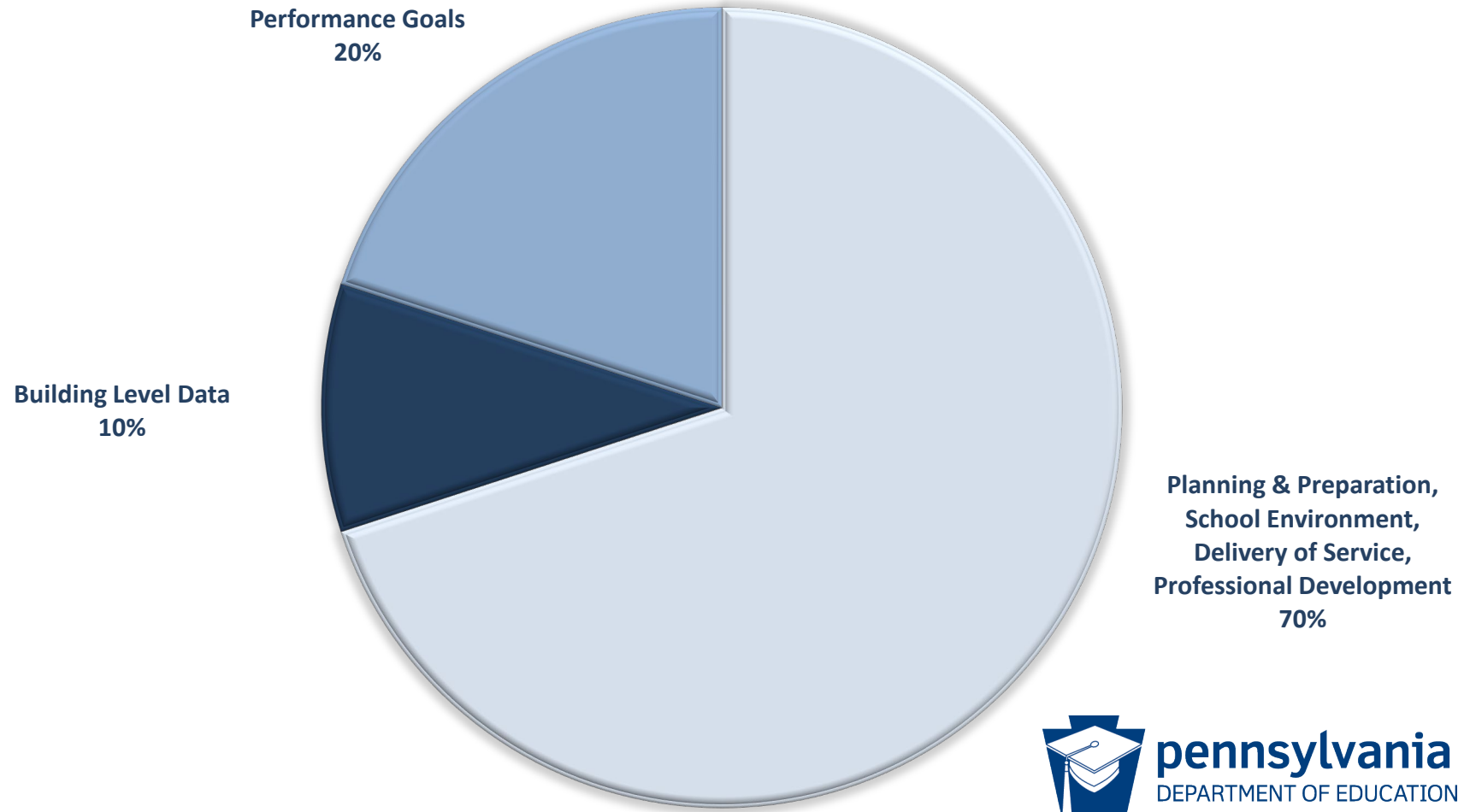


▶ Building Level Data

	Act 82 15%	Act 13 10%
Academic Achievement - State Assessments	✓	✓
Closing Achievement Gap - All students	✓	
Closing Achievement Gap - Historically Underperforming Students	✓	
Academic Growth - PVAAS	✓	✓
Attendance	✓	✓
Promotion	✓	
Graduation	✓	✓
Advanced Achievement	✓	
Change Multiplier - Adjusted based on economically disadvantaged student population		✓

Note: Correlation Data Based on Teacher-Level Measures (15%) no longer included.

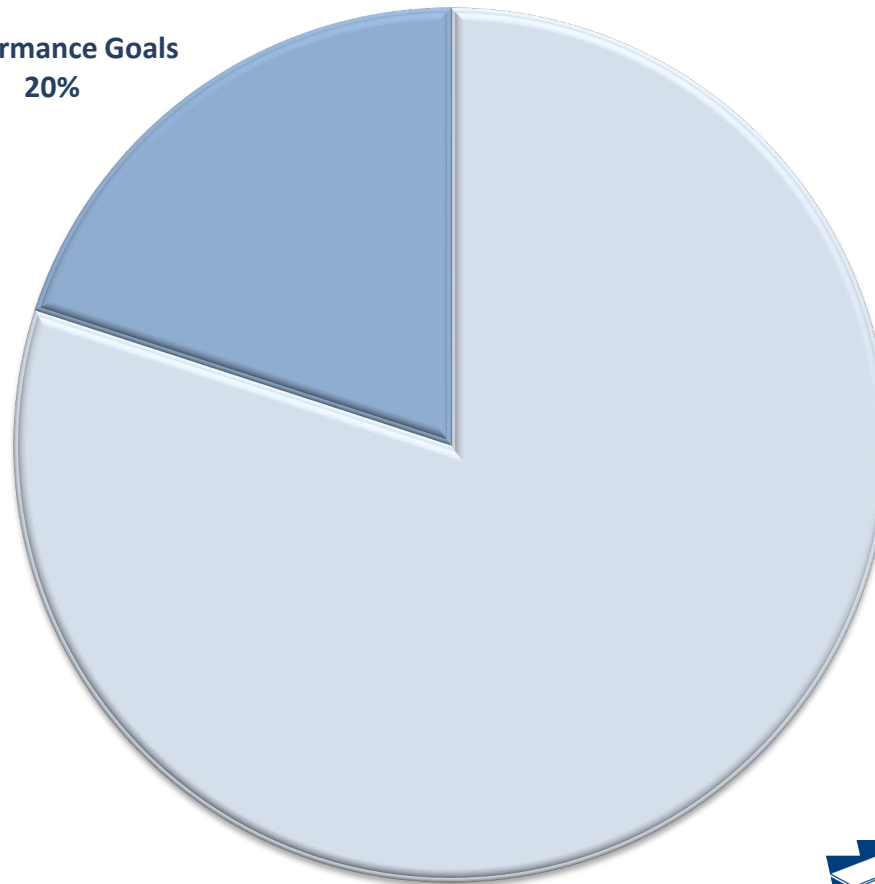
▶ Act 13: Data Available Principals



▶ Act 13: Principals w/out BLD

Performance Goals
20%

Planning & Preparation,
School Environment,
Delivery of Service,
Professional Development
80%



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Professional Development

- Requirements
- Train the Trainer Modules
- SAS PD Center (Act 48)
- PIL (Act 45 or Act 48)

➤ Act 13: PD Requirements

Temporary Professional

- Complete Act 13 training during probationary period
- Schools may use
 - SAS training courses
 - IU3 Modules

Principal

- Complete Act 13 training within the first six months of the employee's appointment as a principal.
- PIL Course

Schools

- Incorporate Act 13 training into Induction Programs
- Include training in the Comprehensive Plan

Professional Employees

- Complete a condensed Act 13 training of the programs every seven years



► Act 13: Train the Trainer Sessions

Audience: Participation is optional but strongly encouraged for all LEA personnel responsible for delivering professional development to faculty and staff at SDs, CTCs, and IUs.

- Module 1: Act 13 Overview
- Module 2: Data Focus (LEA Selected Measures/Teacher Specific Data)
- Module 3: Designing a Student Performance Measure

www.paact13.net

▶ Act 13: Resources

- Act 13: Classroom Teacher
- Act 13: Non-Teaching Professional
- Act 13: Non-Teaching Professional (Supervisor)
- Act 13: Supervisor of Special Education

SAS - [Educator Effectiveness Frameworks, Templates, and Links to Professional Development](#)

SAS PD – [Act 48 Educator Effectiveness Courses](#) (search Act 13)

▶ Act 13: PA Inspired Leadership (PIL)

Audience: Participation in this Act 45 (or Act 48) course is required for new appointees and for those beginning the PIL program.

- *Act 13 & Beyond: Educators Driving Instructional Excellence* meets the requirements for newly appointed principals as detailed previously.

<https://www.education.pa.gov/Teachers%20-%20Administrators/PA%20Inspired%20Leaders/Schedules/Pages/default.aspx>

➤ Contact/Mission

For more information on Act 13, please visit PDE's website at www.education.pa.gov

Act 13 Questions:
RA-PDE-Evaluation@pa.gov

The mission of the Department of Education is to ensure that every learner has access to a world-class education system that academically prepares children and adults to succeed as productive citizens. Further, the Department seeks to establish a culture that is committed to improving opportunities throughout the commonwealth by ensuring that technical support, resources, and optimal learning environments are available for all students, whether children or adults.