

As you arrive...

1. Self-Reflection Wall

Are you a novice, expert, or somewhere in between for the VAM Visualization Tool?

Add a sticky note with your name somewhere on the continuum.

2. Access Account

Log in to FL VAM Visualization Tool

While you wait...

bit.ly/FLVAM-May2023



Open Today's Materials!



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Using the VAM Visualization Tool to Inform Teaching and Learning For All

FL FOIL Conference - Orlando
May 2023

Today's Materials: bit.ly/FLVAM-May2023



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Welcome

Chris Maxwell

Educator Support Specialist
SAS EVAAS

Deanene Deaton

Training Services Manager
SAS EVAAS

Introductions

We are glad to be with you today!



Let's get started with some helpful information.



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Resources

bit.ly/FLVAM-May2023



Today's Materials

Slide Deck and More



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The Purpose of Today's Session



Enhance your comfort with the tool



Explore positive and effective uses



Encourage reflection for growth

← Inform teaching and learning for all! →



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How can I get the most out of this session?



Communication

Sharing thoughts, questions, & ideas



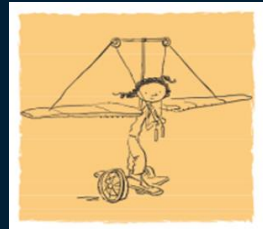
Collaboration

Working together to reach a goal



Critical Thinking

Looking at problems in a new way



Creativity

Trying new, out of the box, approaches

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AGENDA

- 01 NAVIGATING THE REPORTS
- 02 USING THE TOOL MEANINGFULLY
- 03 RESOURCES AND SUPPORT
- 04 SURVEY AND LAUNCH



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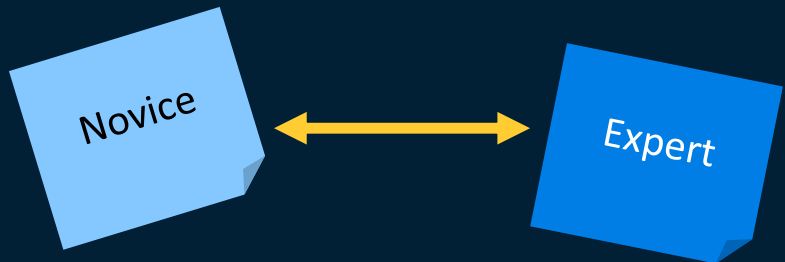
Getting Started



Continuum

Turn and Talk

Why did you choose to place your sticky note on that part of the continuum?



Be ready to share your thoughts.



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The screenshot shows the Florida Department of Education website interface. At the top left is the logo for the Florida Department of Education (fldoe.org). To the right are navigation links: Search, Account, Admin, Contact Us, and Sign Out. Below this is a dark blue navigation bar with a home icon, the word "Reports", and links for Print, e-Learning, and Help. Underneath, a breadcrumb trail reads "District/School Teacher Search". A section titled "Teacher Reports" contains a list of options: "District/School Teacher Search", "Teacher List by School", "District Teacher Summary", and "Statewide VAM Search". A large curly bracket on the right side of this list is labeled "Four Report Options".

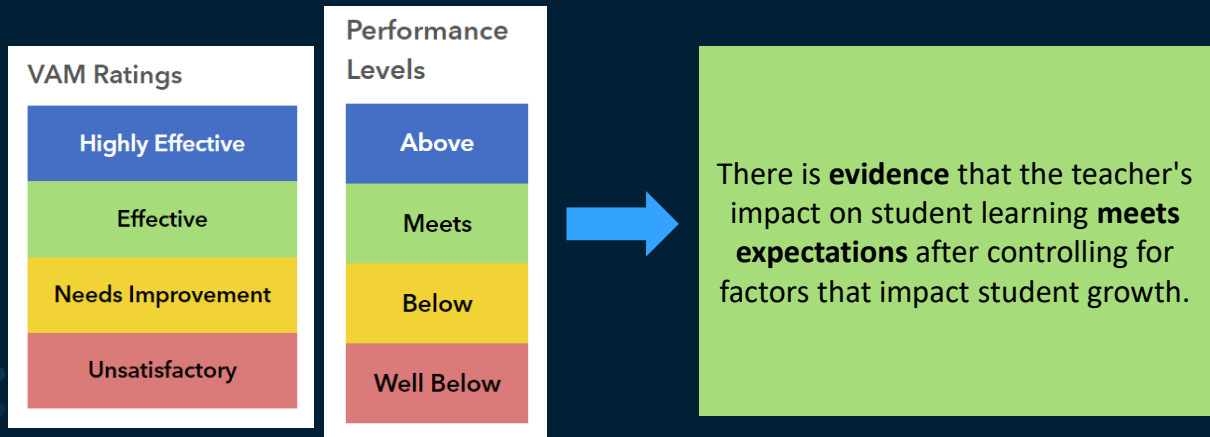
VAM Ratings and Performance Levels

VAM Ratings	Performance Levels
Highly Effective	Above
Effective	Meets
Needs Improvement	Below
Unsatisfactory	Well Below

There is **significant evidence** that the teacher's impact on student learning has been **greater than expected** after controlling for factors that impact student growth.

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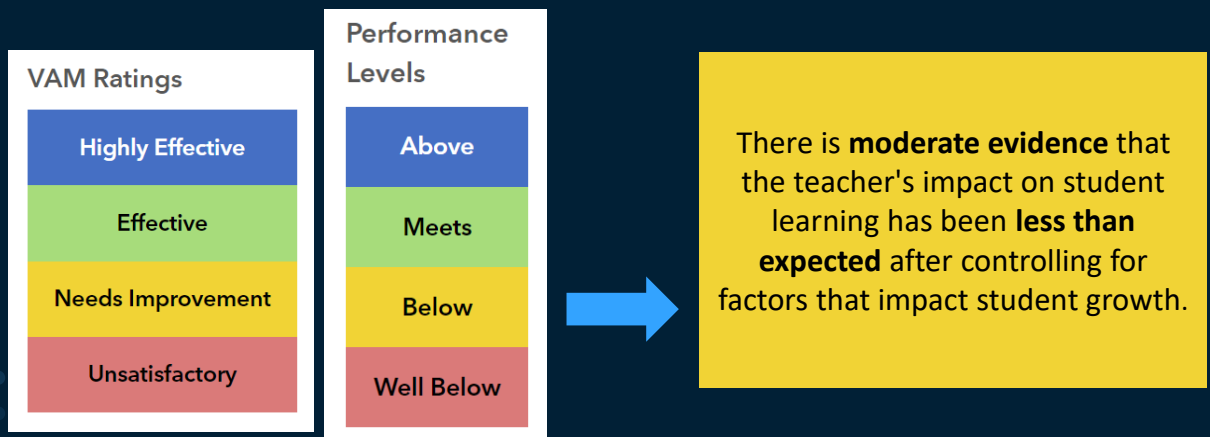
VAM Ratings and Performance Levels (1)



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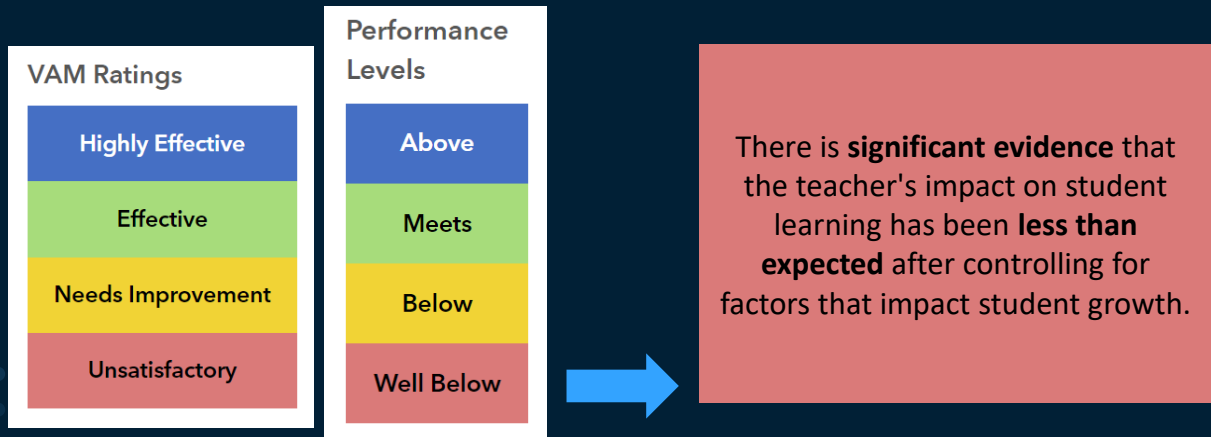
VAM Ratings and Performance Levels (2)



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VAM Ratings and Performance Levels (3)



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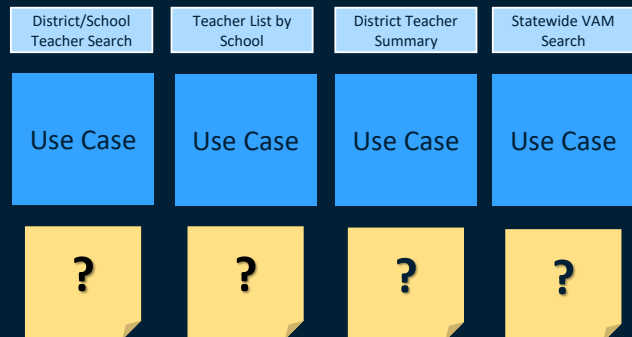
sas

It's All In How You Use It

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

1. **Sort** each use case by the report it matches.
2. **Explore** other use cases for each of the reports and **note** your ideas on a sticky note (1 sticky note per report).
3. **Add** sticky notes to each of the four categories.



With a group/partner:
Explore Use Cases

7 minutes

Be ready to share one other use case!

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It's All In How You Use It (1)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

The screenshot shows the 'District/School Teacher Search' interface. It includes a 'School' dropdown menu with options: All Schools, School-vTb, School-tdC, School-tdD, School-tdF, School-tdG, and School-tdH. Below this are 'Report', 'Any Subject', and 'Any Grade' dropdowns, and a 'VAM Rating/Performance Level' dropdown set to 'Any VAM Rating/Performance Level'. A 'Submit' button and a '(Reset)' link are at the bottom.

To the right is a grid of four report options, each with a 'Use Case' box and a question mark box:

District/School Teacher Search	Teacher List by School	District Teacher Summary	Statewide VAM Search
Use Case	Use Case	Use Case	Use Case
?	?	?	?



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It's All In How You Use It (2)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

The screenshot shows the same interface as above, but with a large yellow box on the left containing the following text:

Identify every teacher in your school or district who has a **[insert grade, subject, or course]** VAM rating of Effective and/or Highly Effective.

The grid of report options is the same as in the previous slide:

District/School Teacher Search	Teacher List by School	District Teacher Summary	Statewide VAM Search
Use Case	Use Case	Use Case	Use Case
?	?	?	?



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It's All In How You Use It (3)

How can we use this tool to support our work?

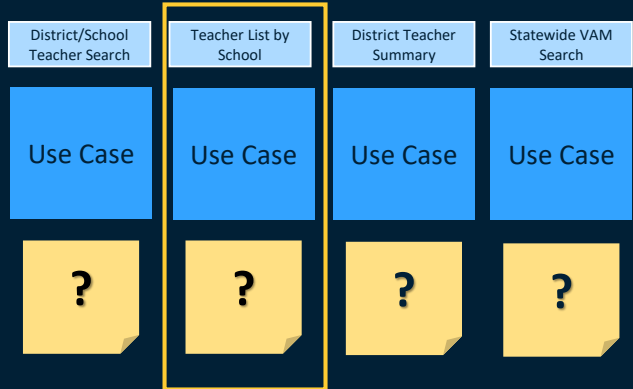
Task: Consider how the four reports in the VAM Visualization tool can support your work.

Reports Schools Print e-Learning

Report: Teacher List by School

Page 1 of 2 Go

Teacher Name / SSN#	Test	Subject	Grade	VAM Rating/Performance Level
1. Teacher-WH1	2-Year FSA Aggregate	Combined	N/A	Above
2. Teacher-WH1	2-Year FSA Aggregate	English Language Arts (ELA)	N/A	Meets
3. Teacher-WH1	2-Year FSA Aggregate	Mathematics	N/A	Above
4. Teacher-WH1	3-Year FSA Aggregate	Combined	N/A	Highly Effective
5. Teacher-WH1	3-Year FSA Aggregate	English Language Arts (ELA)	N/A	Meets
6. Teacher-WH1	3-Year FSA Aggregate	Mathematics	N/A	Above
7. Teacher-WH1	FSA	English Language Arts (ELA)	4	Meets
8. Teacher-WH1	1-Year FSA Aggregate	Combined	N/A	Meets
9. Teacher-WH1	1-Year FSA Aggregate	English Language Arts (ELA)	N/A	Meets

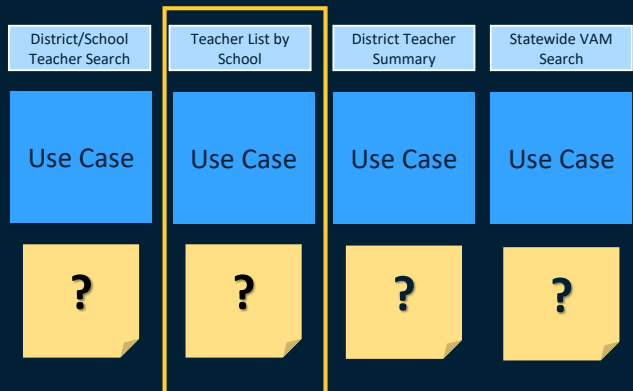


It's All In How You Use It (4)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

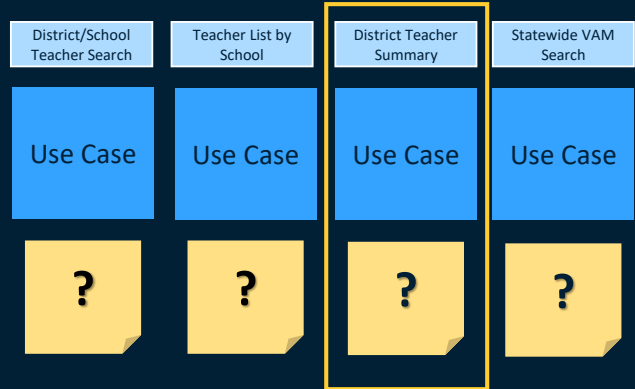
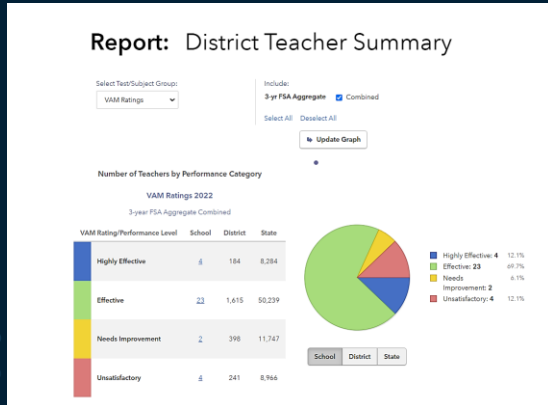
You are planning for ongoing professional learning opportunities, and you need to generate an inclusive list of teachers at a specific school sorted by VAM Rating/Performance Level.



It's All In How You Use It (5)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.



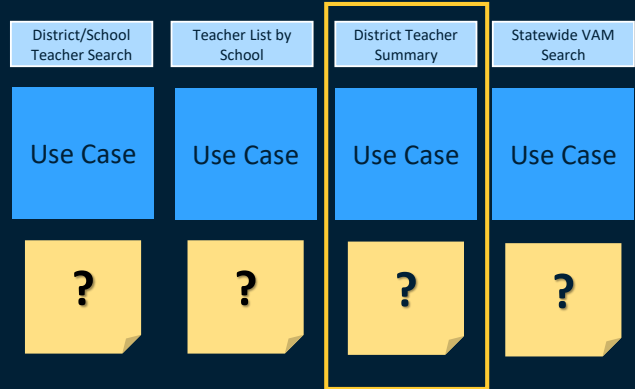
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It's All In How You Use It (6)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

Produce a graph that shows 2 year-FSA Aggregate Combined performance levels for a school and then identify, specifically, which teachers may need additional support.

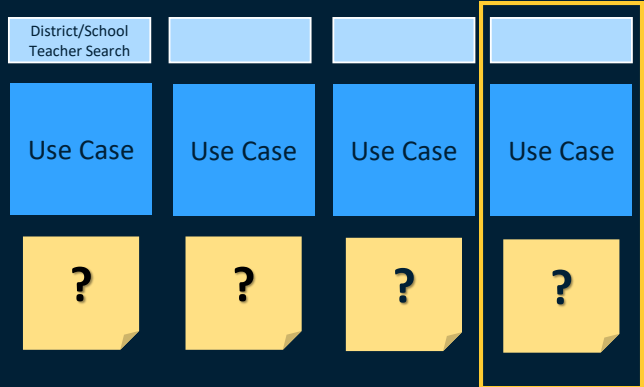
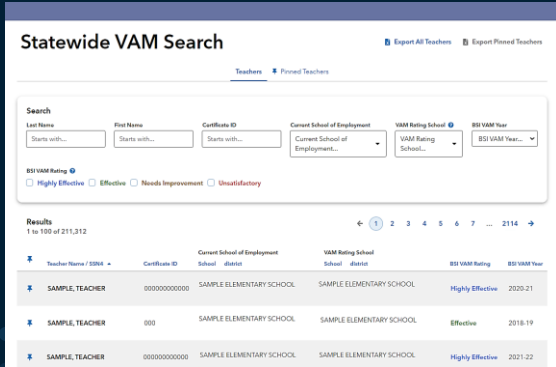


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It's All In How You Use It (7)

How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.



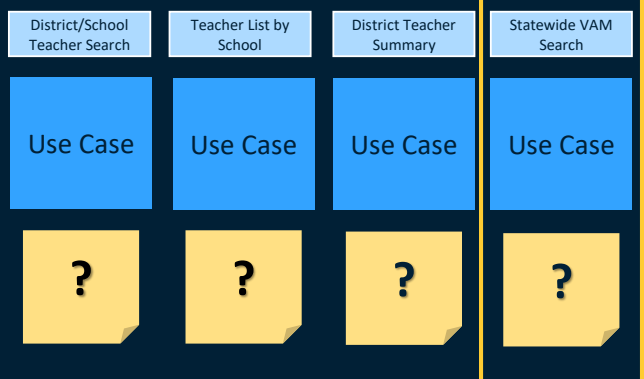
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It's All In How You Use It (8)

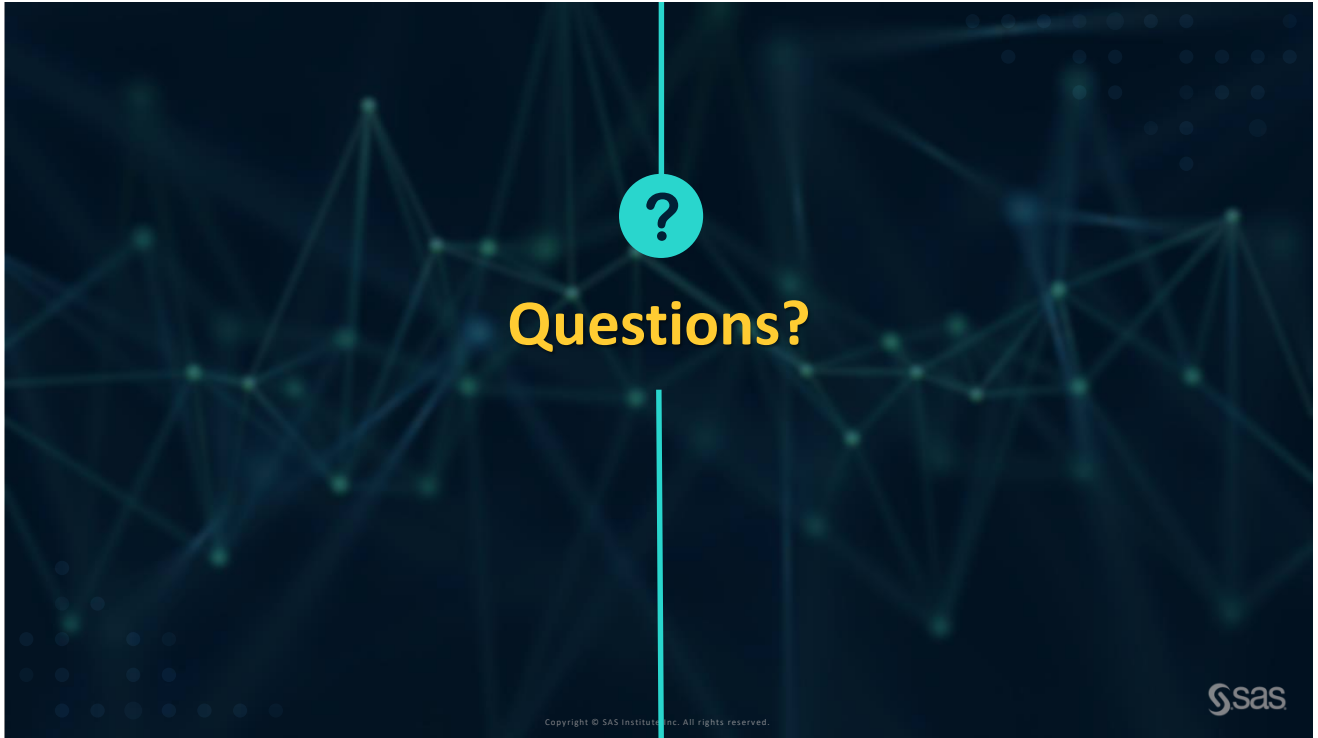
How can we use this tool to support our work?

Task: Consider how the four reports in the VAM Visualization tool can support your work.

Create a list of teachers from a nearby district that have a BSI VAM Rating of Highly Effective for the most recent year. Pin ten teachers of interest and export the list to support further discussions around teacher recruitment efforts.




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Questions?

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USING THE TOOL MEANINGFULLY

Explore positive and effective uses
of the VAM Visualization Tool

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Together

VAM
Visualization
Tool



Local
Knowledge
and
Expertise



Insights into
Teaching
and
Learning



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Remember:

Data should be used as a
FLASHLIGHT



Not a **HAMMER!**

Shift the Focus:

How can we help teachers recognize their own intuitive understandings, develop them further, and explore new directions?



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Teacher 3-Year Aggregate Reports

3-Year FSA Aggregate Combined

VAM Ratings

Highly Effective

Effective

Needs Improvement

Unsatisfactory

Report: Teacher Value-Added
Teacher: SAMPLE TEACHER
Test: 3-Year FSA Aggregate
Subject: Combined

[View the Teacher Value-Added Summary](#)

2022 3-Year FSA Aggregate Combined
 ✓ 2018-19 2020-21 ✓ 2021-22
 Highly Effective

State Distribution of Teachers for FSA Aggregate
 Year: 2021-22
 11% Unsatisfactory, 15% Needs Improvement, 63% Effective, 10% Highly Effective

Year	VAM Score	Standard Error	Student Assessments	VAM Rating/Performance Level
2019 3-Year FSA Aggregate Combined	0.211	0.094	123	Highly Effective
2021 3-Year FSA Aggregate Combined	0.251	0.120	86	Highly Effective
2022 3-Year FSA Aggregate Combined	0.243	0.107	83	Highly Effective

What is included in 2021-22?

Year	Grade	Test/Subject	Included
2018-19	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓
2021-22	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓



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Teacher 3-Year Aggregate Reports (1)

3-Year FSA Aggregate Combined

VAM Ratings

Highly Effective

Effective

Needs Improvement

Unsatisfactory

2022 3-Year FSA Aggregate Combined
 ✓ 2018-19 2020-21 ✓ 2021-22
 Highly Effective

Year	VAM Score	Standard Error	Student Assessments	VAM Rating/Performance Level
2019 3-Year FSA Aggregate Combined	0.211	0.094	123	Highly Effective
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What is included in 2021-22?

Year	Grade	Test/Subject	Included
2018-19	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓
2021-22	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓



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Teacher 3-Year Aggregate Reports (2)

3-Year FSA Aggregate Combined

VAM Ratings



Report: Teacher Value-Added
Teacher: SAMPLE TEACHER
Test: 3-Year FSA Aggregate
Subject: Combined

[View the Teacher Value-Added Summary](#)

2022 3-Year FSA Aggregate Combined
 ✓ 2018-19 2020-21 ✓ 2021-22
 Highly Effective

State Distribution of Teachers for FSA Aggregate
 Year: 2021-22
 11% Unsatisfactory, 15% Needs Improvement, 63% Effective, 10% Highly Effective

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Year	Grade	Test/Subject	Included
2018-19	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓
2021-22	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓



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Other Teacher Reports

Performance Levels



1-Year and 2-Year Aggregates

2022 1-Year FSA Aggregate Combined
 ✓ 2021-22
 Above

Year	VAM Score	Standard Error	Student Assessments	VAM Rating/Performance Level
2019 1-Year FSA Aggregate Combined	0.052	0.183	40	Meets
2022 1-Year FSA Aggregate Combined	0.421	0.117	43	Above

What is included in 2021-22?

Year	Grade	Test/Subject	Included
2021-22	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓

Component Reports

VAM Score Compared to the Standard

Raw VAM Score for Grade and Subject

◆ Raw VAM Score for Grade and Subject — 95% Confidence Interval — 68% Confidence Interval

* The Standard represents the point at which the teacher's students' scores, on average, align with expectations.

VAM Scores for Individual Subjects and Grades

Year	Raw VAM Score for Grade and Subject	Standard Error	Student Assessments	VAM Rating/Performance Level
2019	2.466	3.868	20	Meets
2022	9.675	2.053	22	Above



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Other Teacher Reports (1)

Performance Levels

- Above
- Meets
- Below
- Well Below

2022 1-Year FSA Aggregate Combined Above

✓ 2021-22

Aggregate				
Year	VAM Score	Standard Error	Student Assessments	VAM Rating/Performance Level
2019 1-Year FSA Aggregate Combined	0.052	0.183	40	Meets
2022 1-Year FSA Aggregate Combined	0.421	0.117	43	Above

What is included in 2021-22?

Year	Grade	Test/Subject	Included
2021-22	4	FSA English Language Arts (ELA)	✓
	4	FSA Mathematics	✓

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Other Teacher Reports (2)

Performance Levels

- Above
- Meets
- Below
- Well Below

VAM Score Compared to the Standard

Raw VAM Score for Grade and Subject

◆ Raw VAM Score for Grade and Subject - - - - 95% Confidence Interval — 68% Confidence Interval

| Standard *

* The Standard represents the point at which the teacher's students' scores, on average, align with expectations.

VAM Scores for Individual Subjects and Grades				
Year	Raw VAM Score for Grade and Subject	Standard Error	Student Assessments	VAM Rating/Performance Level
2019	2.466	3.868	20	Meets
2022	9.675	2.053	22	Above

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Other Teacher Reports (3)

Performance Levels

- Above
- Meets
- Below
- Well Below

1-Year and 2-Year Aggregates

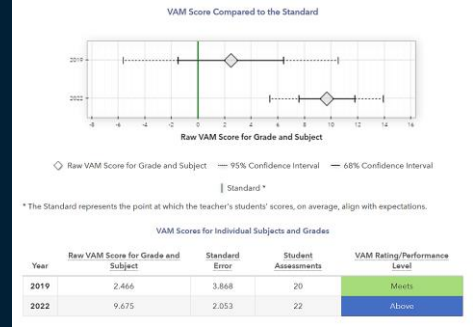
2022 1-Year FSA Aggregate Combined Above

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What is included in 2021-22?

Year	Grade	Test/Subject	Included
2021-22	4	FSA English Language Arts (ELA)	✓
2021-22	4	FSA Mathematics	✓

Component Reports



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Teacher's Student Roster – Actual Scores and Expected Scores

Data in the Student List includes 2021-22 only.

[Teacher Value-Added](#)

Teacher's Student Roster - Actual Scores and Expected Scores

Student ▲	Actual Score	Expected Score	Difference between Actual and Expected Score	2020-21 Performance Level
Student-GmWc	332	344.653	-12.653	L3
Student-GmNf	352	357.067	-5.067	L4
Student-GnxH	351	357.688	-6.688	L4
Student-GpZS	314	322.057	-8.057	L2
Student-Glpg	320	321.004	-1.004	L2
Student-QHZb	331	310.212	20.788	L3



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Broadening Our Perspective

How can we use this tool to support our work?

Task: Practice using the VAM Visualization Tool to problem solve through the lens of different school-based roles.

1. **Explore** the scenarios using the VAM Visualization Tool.
2. **Document** the steps you took to complete the situation and task.
3. **Reflect** on what you've learned from the data.

On Your Own/With A Partner:
Explore Scenarios

10 minutes

Pages 7-11

ROLE	Superintendent
SITUATION	You are developing an instructional advisory board for the district, and you need to invite highly effective teachers from different grade levels in both ELA and math.
TASK	Use the VAM Visualization Tool to identify highly effective teachers from different grade levels for both ELA and math.

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Scenario

A

ROLE	School Administrator
SITUATION	You know that a highly effective math teacher is retiring soon. The remaining math teachers on the team lack experience and need to further develop their skills.
TASK	Use the VAM Visualization Tool to search within your district for an experienced and effective math teacher to possibly serve as a mentor to the team.

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Scenario B

ROLE	School Administrator
SITUATION	You know that a large population of students are advancing to the next grade level, and that one teacher will need to move up with them.
TASK	Use the VAM Visualization Tool to inform your reassignment of a teacher, ensuring that the balance of teacher effectiveness remains strong on both grade level teams.

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Scenario C

ROLE	Instructional Coach
SITUATION	You are starting a new position as an instructional coach, and you want to know which subject area--math or ELA-- has the greatest need for your support.
TASK	Use the VAM Visualization Tool to compare teachers' effectiveness in math and ELA to determine your focus area(s).

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Scenario D

ROLE	School Counselor
SITUATION	A new student enrolled soon after the winter break. You see from their academic records that they are on track in ELA but significantly behind in math.
TASK	Use the VAM Visualization Tool to inform your recommendation for the teacher classroom placement.

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Scenario E

ROLE	Classroom Teacher
SITUATION	Last year, you tried a new student grouping strategy, and you want to know if you were more effective in supporting your students last year than in years prior.
TASK	Use the VAM Visualization Tool to view multiple years of data to compare your effectiveness in prior years with the most recent year.

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Let's Dialogue About Data

Use the sentence frames below, in order, to process with a partner(s).

1

While exploring _____, I discovered _____.

2

The VAM Visualization Tool will be helpful when _____.

3

Something I need to consider is _____.

4

My next steps will include _____.



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Questions?



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RESOURCES & SUPPORT

Enhance our comfort with VAM
Visualization Tool

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The Purpose of Today's Session



Enhance your
comfort with
the tool



Explore
positive and
effective uses



Encourage
reflection for
growth

← Inform teaching and learning for all! →

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Help!

Options for Additional Information

The screenshot shows the Florida Department of Education website. At the top left is the logo with the text "FLORIDA DEPARTMENT OF EDUCATION" and "fldoe.org". To the right are links for "Search", "Account", "Admin", "Contact Us", and "Sign Out". Below this is a dark blue navigation bar with a home icon, "Reports", "Print", "e-Learning", and "? Help". A teal arrow points down to the "Help" link. Below the navigation bar is a white search area titled "District/School Teacher Search" with input fields for "First Name:" and "Last Name:". Two teal arrows point up to the "e-Learning" and "? Help" links.



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Resources

bit.ly/FLVAM-May2023



Today's Materials

Slide Deck and More



bit.ly/EVAAS-NC-DASHBOARD



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Teacher Discussion Protocol

For Encouragement and Support

Monitor the plan

Celebrate successes

Identify areas for improvement

Develop a plan

Advocate for needs

Students

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SURVEY AND LAUNCH

Encourage reflection and growth

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Quick Survey

bit.ly/EVAAS-Evaluation-Survey



Your Feedback Matters

Many Thanks

EVAAS Training Evaluation



Your feedback is greatly appreciated.

1. How would you rate the overall effectiveness of the training?
★★★★★

2. What aspects of the training did you like best?

3. What aspects of the training need improvement?


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You are the real superheroes.

Thank you for your time and participation today!

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