

Human Capital Data Reports 2016 User Guide

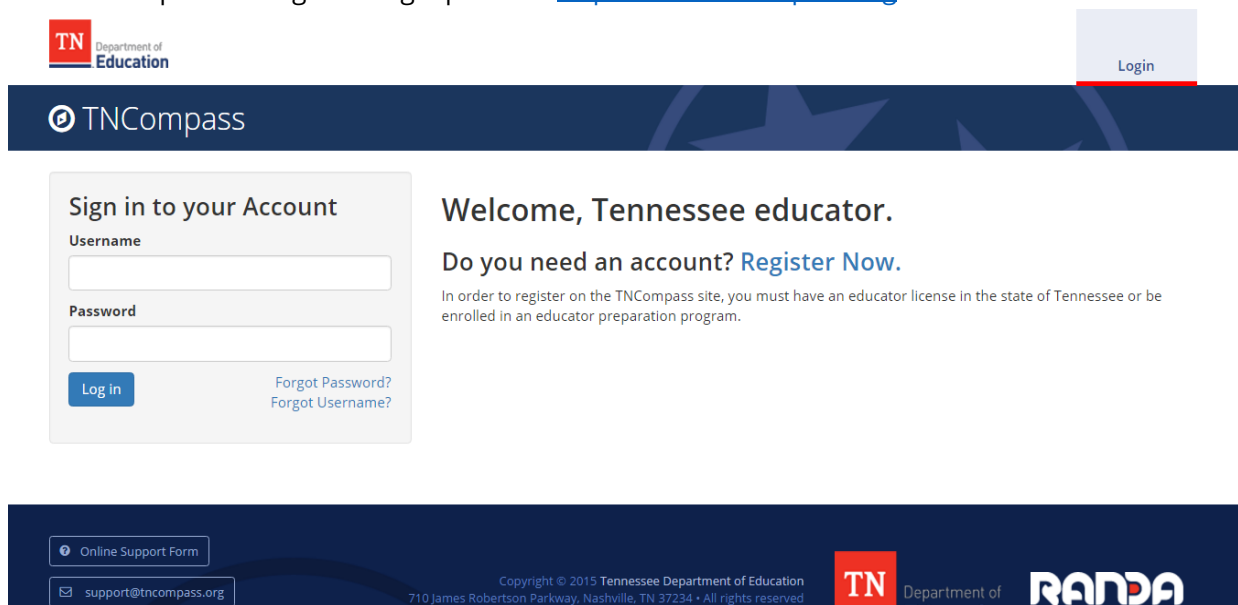
I. Accessing Data through TNCompass

Evaluation data can be accessed within TNCompass for the following user roles:

- District Administrator
- HR Administrator
- Region Administrator

Steps to Accessing Data:

1. Log in to TNCompass through the login portal at <https://tdoe.tncompass.org>.

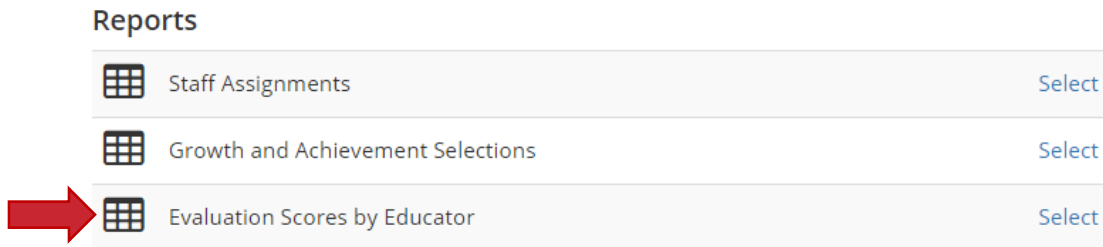


The screenshot shows the TNCompass login page. At the top left is the TN Department of Education logo. At the top right is a 'Login' button. Below the logo is a dark blue header with the TNCompass logo. The main content area has a 'Sign in to your Account' form with fields for 'Username' and 'Password', a 'Log in' button, and links for 'Forgot Password?' and 'Forgot Username?'. To the right of the form is a 'Welcome, Tennessee educator.' message with a 'Register Now.' link and a note that registration requires an educator license. At the bottom, there is an 'Online Support Form' button with the email 'support@tncompass.org', copyright information for 2015 Tennessee Department of Education, and the RANDA logo.

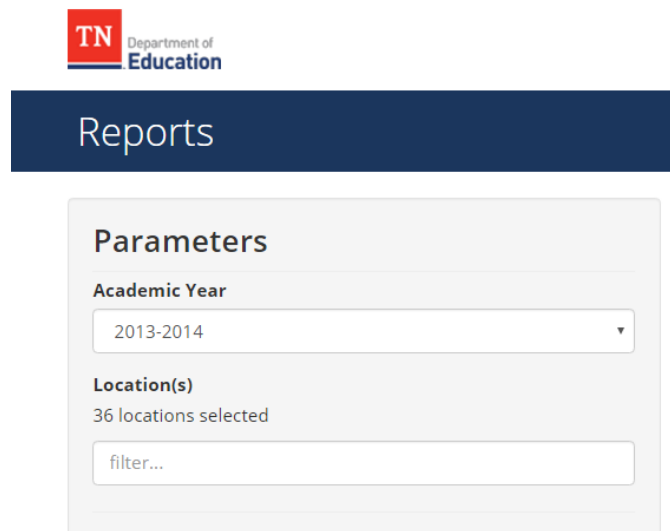
2. Once logged in to TNCompass, click on the **Reports** tab on the top-right of the page. This tab is located next to the name of the current TNCompass user.



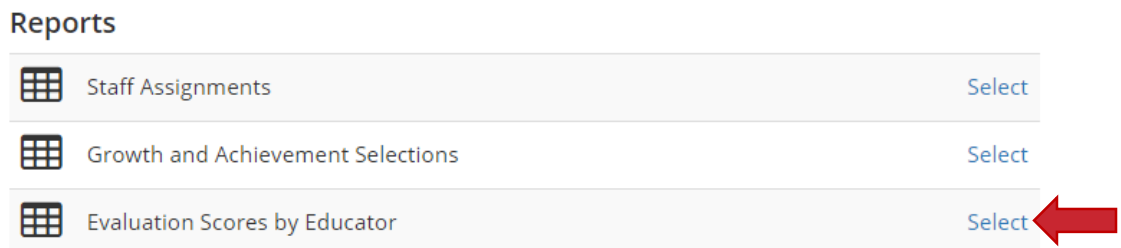
- On the right of the **Reports** page is a list of currently available reports. If applicable, **Evaluation Scores by Educator** will be included.



- On the left of the **Reports** page is a section entitled **Parameters**. Within the **Parameters** section, select the year and locations of desired data.



- Once the desired selections are made within the **Parameters** section, click on the **Select** button next to the **Evaluation Scores by Educator** report on the right.



- After clicking **Select**, a format box will appear. Select the desired data format (CSV or Excel).
- Click **Generate Report**.
- Once **Generate Report** is selected, a report will download to the internet browser. This report will be available to open and analyze within the relevant data analysis program.

II. Analyzing TNCompass Data

In order to generate the Human Capital Data Reports, the following business rules were put in place to clean and manage data. Unless otherwise noted, these procedures can be done by a district, region, or HR administrator with data retrieved from TNCompass.

General Notes:

- There is no assignment code for support staff within TNCompass. As a result, some schools may list support staff as teachers.
- Some schools may list support staff as teachers, but designate them as Partial Year Exempt (PYE).
- To ensure the most complete picture of the 2014-15 evaluation data for the Human Capital Data Reports, data was pulled from both CODE and TNCompass. As a result, there may be some variation between the data currently in TNCompass and what is found in the reports.

Cleaning Data:

- **Duplicates**

For teachers with complete license information who are...	Do this...
Listed twice in the data with different roles (e.g., once as a teacher, and once again in a non-teacher role)	Drop the data for the non-teacher role.
Listed twice in the data at different schools, but are considered PYE at one school	Drop the data that is labeled PYE.
Listed twice at the same school, but once instance is labeled as PYE	Drop the data that is NOT labeled PYE.
Listed twice at different schools and are not labeled as PYE at either school	Keep both sets of data.

- **PYE**

- Educators who are labeled as PYE for 2014-15 are dropped from the analysis.

- **Average Observation Scores**

- Use a range to classify average observation scores (see below).
- To reproduce the range used in analysis, generate a variable for the new average observation score.

Average Observation Score	Observation Range Used
1	< 2
2	≥ 2.0 and < 2.75
3	≥ 2.76 and < 3.5
4	≥ 3.6 and < 4.25
5	≥ 4.26 and ≤ 5.0

III. Notes on Human Capital Data Report Tables

Table 1. Distribution of Scores

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		Teachers with Data	Level				
			1	2	3	4	5
Level of Overall Effectiveness	District	600	6.0%	4.0%	35.0%	25.0%	30.0%
	State	62,717	0.7%	10.7%	26.4%	34.0%	28.2%
Observation Average	District	595	0.0%	1.0%	4.0%	75.0%	20.0%
	State	63,718	0.1%	2.4%	19.7%	43.1%	34.6%
TVAAS Growth Score: All Teachers	District	597	7.0%	4.0%	29.0%	25.0%	35.0%
	State	63,506	24.5%	9.2%	22.4%	9.8%	34.1%
TVAAS Growth Score: Teachers w/ Individual Growth	District	200	25.0%	0.0%	50.0%	0.0%	25.0%
	State	24,183	21.5%	10.3%	26.1%	11.6%	30.5%
Achievement Measure	District	597	0.0%	0.0%	0.0%	39.0%	61.0%
	State	62,691	11.2%	5.9%	19.3%	16.6%	47.0%

Note. The column labeled "Teachers with Data" includes all teachers with evaluation data who do not have partial year exemptions (PYE).

- *Teachers with Data* includes all educators who are not PYE that currently have a score available within the given category (e.g., *Level of Overall Effectiveness*, *Observation Average*, etc.). While these numbers will be similar, there may be some variation between, for example, how many teachers have level of overall effectiveness scores and how many teachers have observation scores.
- Percentages generated at each level represent the percentages of all the teachers in the district with available data for each respective category. For example, in the table above, of the 600 teachers with complete level of effectiveness data, 35% were a level 3.

Table 2. Misalignment between Individual Growth Scores and Observation Scores

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	Teachers with Data	Average Percent Misaligned by Three or More Levels
District	10	5.0%
State	1,531	6.4%

Note. Table 2 only includes educators with both individual growth and observation scores available for analysis.

- *Teachers with Data* includes the number of teachers with misalignment, not the number of teachers with both individual growth scores and observation scores.
- The percentage reflects the number of teachers with misalignment out of all the teachers with both individual growth and observation scores. For example, in the table above, 5.0% is 10/200, with 200 being the number of teachers with individual growth and average observation scores from Table 1.

Table 3. Number and Percent of Observers Who are Non-Differentiating

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		Observers with 90+% of Indicators in Two Levels	Observers with 95+% of Indicators in Two Levels	All Observers
Number of Observers	District	10	5	50
	State	640	297	4,025
Percent of Observers	District	20.0%	10.0%	100.0%
	State	15.9%	7.4%	100.0%
Total Number of Teachers Scored by These Observers	District	150	20	595
	State	10,195	3,384	99,488

Note. Non-differentiating observers are teacher evaluators whose ratings are nearly all identical both across teachers and across rubric indicators during a single observation. This table includes data taken from the 2014-15 indicator-level observation scores in CODE. This data is only available for TEAM districts. "No Data" indicates there is no data available.

- Only TEAM rubric observations are used in this analysis.
- The following steps were taken to create Table 3:
 - Determine how many observation indicators each observer had in total (e.g., the evaluator observed 5 teachers and recorded scores for 10 indicators for each, therefore has a total of 50 observation indicators).
 - Determine how many of those indicators were within each score level (e.g., the evaluator rated 15 of the 50 indicators at a level 4, five indicators at a level 3, and 30 indicators at a level 5).
 - Determine what percentage of those observations were within two levels (e.g., the evaluator rated 45 of 50, or 90%, of the indicators observed as either 4 or 5).

- The observers with 95+% of indicators within two levels are a subset of the observers with 90+% within two levels.
- The percent of observers for *All Observers* should always be 100%.

Table 4. Change in Individual Growth Scores

Table 4. Change in Individual Growth Scores from 2013-14 to 2014-15						
		Individual Growth Scores (2014-15)				
		1	2	3	4	5
Individual Growth Scores (2013-14)	1 (50 Teachers)	96.0% (48)	0.0% (0)	4.0% (2)	0.0% (0)	0.0% (0)
	2 (2 Teachers)	100.0% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
	3 (71 Teachers)	0.0% (0)	0.0% (0)	81.7% (58)	0.0% (0)	18.3% (13)
	4 (7 Teachers)	0.0% (0)	0.0% (0)	71.4% (5)	0.0% (0)	28.6% (2)
	5 (70 Teachers)	0.0% (0)	0.0% (0)	50.0% (35)	0.0% (0)	50.0% (35)

Note. Table 4 includes only teachers who had individual growth scores for both 2013-14 and 2014-15.

- Teachers used in this analysis are only those with two years of individual growth scores available (2013-14 and 2014-15).
- The number of teachers within parentheses in each row (at each level in 2014-15) should add up to the total number of teachers in the left column (at each level in 2013-14).
- The total number of teachers in each column (at each level in 2014-15) should equal the number of teachers at each level reflected in Table 1 in the *TVAAS Growth Score: Teachers w/ Individual Growth* row.

Table 5. New Hires based on Level of Overall Effectiveness

- This analysis included only educators with prior year evaluation scores who were employed in a different district in 2013-14 than they were in 2014-15.
- Note that prior year data for individual educators is available to those with viewing rights only on the individual educator’s TNCompass page. Prior year data from an educator who moved districts is not available to the current district of employment in report format.

Table 6. Persistently High- and Low-Performing Teachers

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	Persistently Low Performing	Persistently High Performing	Total Teachers with 3 Individual Growth Scores
District	8.3% (2)	29.1% (7)	24
State	11.7% (1,747)	35.5% (5,308)	14,942

Note. The data above includes only those educators with three years of individual growth scores (2012-13, 2013-14, 2014-15) available for analysis.

- Teachers in this analysis are those that have three years of individual growth scores available (2012-13, 2013-14, and 2014-15).
- Analysis in the Human Capital Data Report includes data for all teachers with three years of prior individual growth data, regardless of which district the teacher worked in. Because of the nature of data exports within TNCompass, including all educators that may have worked in a different district will not be possible.
- Some teachers may have received inconsistent scores, or received a level 3 score, at any point over the past three years. Therefore, the number of persistently high- and low-performing teachers may not add up to the number of teachers with three years of individual growth scores.

Table 7. District Retention Rates by Level of Effectiveness

- Once an educator is no longer employed within a district, individual data is no longer available to a district in TNCompass. As a result, it is not possible to generate a report in TNCompass that will display to which districts educators have moved.

Table 8. Within District Movement by Each Level of Effectiveness

Table 8. Within District Movement by Each Level of Effectiveness (2014-15)					
	Level of Overall Effectiveness				
	1	2	3	4	5
Percent of Teachers	30.0% (3)	0.0% (0)	50.0% (5)	20.0% (2)	0.0% (0)

Note. Table 8 reflects the distribution of teachers who moved schools within the district by each level of effectiveness.

- The number of teachers at each level of effectiveness should equal the total number of teachers who moved schools from 2013-14 to 2014-15 within the district.
- Percentages in this table reflect the percentage of the total number of teachers who moved at each level. For example, five of the 10 teachers who moved schools within the district (or 50.0%) received a level of overall effectiveness of 3.