

Summary of Principal Value-Added

Beginning with the 2014-15 school year, principal evaluations under Wisconsin's Educator Effectiveness System (EE System) will include a principal value-added growth measure as one component of the principal's Student Outcomes score. This individual value-added measure, which will be based on multiple years of student growth in reading and mathematics, will be calculated by the Value-Added Research Center (VARC) at the University of Wisconsin-Madison. This applies to all principals with the exception of principals of schools without growth data (such as a K-2 schools) and those principals too new to have two consecutive growth intervals (the minimum number of growth intervals required). Assistant principals will not receive value-added calculations at this time.

In Wisconsin, principal value-added calculations will incorporate school value-added scores and statistical controls of key features unique to principals, maximizing both the *accuracy* and the *fairness* of the measure. These controls are critical because the effect of an individual principal is different than the effect of the entire school, especially in the first few years of the principal's tenure—a period of transition in leadership.

In short, the principal value-added measure takes into account the number of years the principal has been in the current school, the school's prior value-added data, and the principal's value-added data from prior Wisconsin school (if applicable).

- **Adjustment Period.** Including an adjustment period recognizes that a principal's impact on student learning is less direct and immediate than is the case for teachers. Research suggests that it may take several years to develop, as the principal gradually exerts more control over key influences on student learning such as hiring new teachers; promoting the professional growth and development of continuing teachers; and changing a school climate. Assuming that a principal's effect on student learning is direct and immediate risks premature and inaccurate decisions about principal effectiveness. As such, an adjustment period of three growth intervals over which a principal's effect on school performance develops—and the effect of their predecessor diminishes—will be included in the principal value-added calculation.
- **School Starting Point.** Failure to account for the starting point of a school could create disincentives for principals who join lower-performing schools and/or unrealistic improvement trajectories for schools that are already high-performing. As such, the principal value-added measure will statistically control for a school's prior value-added during the early years of a principal's tenure at that school. Doing so creates rigorous yet appropriate expectations for either improved school performance (in the case of principals who join low- to moderately-performing schools) or sustained excellence (for principals who join higher-performing schools).
- **Principal Carryover.** Incorporating principal value-added scores from prior assignments within the state improves precision of the measure. It also reduces disincentives for effective principals to move to low performing schools, since these principals' prior performance will still count toward their score, and prevents less effective principals from "fleeing" prior low performance.

In addition to the features described above, schoolwide value-added differs from principal value-added in the following ways:

- Reading and math scores are combined into one score for individual principals, whereas they are reported separately in schoolwide value-added reports.
- Principal value-added is reported on a different scale than schoolwide value-added.
- Principal value-added will account for 45% of a principal's Student Outcomes score, while schoolwide reading will account for 5% of Student Outcomes.

As with all technical issues in the EE System, the principal value-added measure will be monitored and revisited as necessary. For more information on Wisconsin's EE System, please visit: <http://ee.dpi.wi.gov/>.