Student Perception Survey Point Allocation for LEAP Professional Practice

Teachers earn points based on their performance on each SPS category compared to other teachers within their same Peer Group. The steps outlined below identify how DPS allocates SPS points for LEAP. Similar to previous years, the SPS is worth up to 10 points (10% weight) towards LEAP Professional Practice.

Step 1: We identify the teacher's Peer Group*

Elementary Classroom	Elementary Specials & Support	Middle School	High School
Grade 3-5 homeroom teachers *(Self-contained and platooning)*	Grade 3-5 specials (elective) and intervention teachers	All teachers	All teachers

* Teachers with surveys from multiple Peer Groups are placed into a final Peer Group based on the majority of students submitting valid surveys. For example: A teacher with 30 valid middle school surveys and 15 valid high school surveys would be placed into the middle school Peer Group.

Step 2: We identify the teacher's Performance Group for each SPS category

In the example outlined in the orange table, this middle school teacher's percent positive score placed the teacher into the *Average* Performance Group for both Facilitates Learning and Supports Students and into the *Above Average* Performance Group in High Expectations of Students.

Performance Group Definitions
Well Above Average = 99% or 100% Positive
Above Average = .5 SDs above Peer Group Average to 98% Positive
Average = within .5 SDs above and below Peer Group Average
Below Average = .5 to 1.5 SDs below Peer Group Average
Well Below Average = greater than 1.5 SDs below Peer Group Average but above 50% Positive
Unsatisfactory = 50% Positive and below

Peer Group = Middle School		
	% Positive Score	Performance Group
Facilitates Learning	XX%	Average
High Expectations	XX%	Above Average
Supports Students	XX%	Average

Notes: SD = Standard Deviation; Performance Groups were established using two years of SPS data from 2014-15 and 2015-16.

Step 3: We identify how many points the teacher earned for each SPS category

In the example outlined in the gray table, this middle school teacher earned 4 points each for Facilitates Learning and Supports Students and 5 points for High Expectations for a total of 13 points (out of 18 possible points).

Points Earned by Performance Group (Same for All Peer Groups)	
Well Above Average (WAA)	6 points
Above Average (AA)	5 points
Average (A)	4 points
Below Average (BA)	3 points
Well Below Average (WBA)	2 points
Unsatisfactory (U)	1 point

	Performance Group	Points Earned
Facilitates Learning	Average	4
High Expectations	Above Average	5
Supports Students	Average	4
Total Points Earned		13

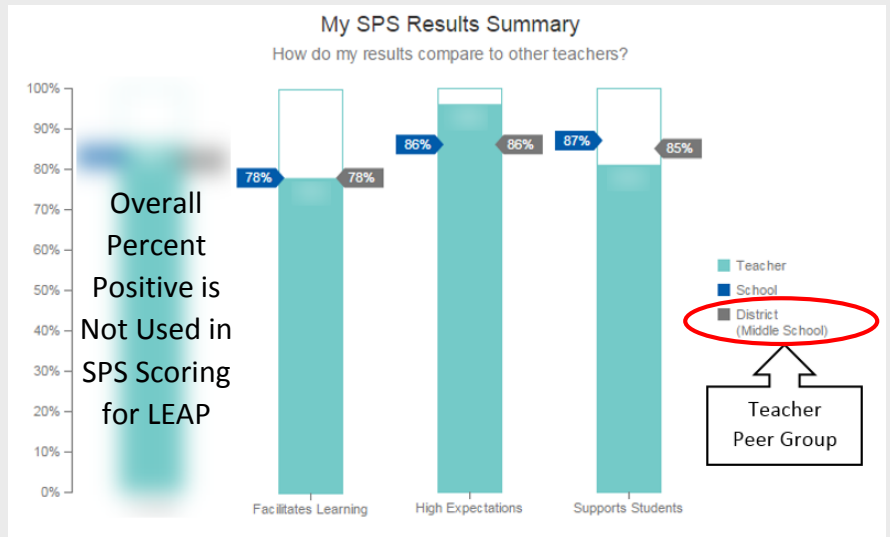## Step 4: We calculate the teacher's total SPS points

Using the scoring method outlined above, the teacher in this example earned 13 out of 18 points (72%). Because SPS is worth 10 points in LEAP, this teacher earns a total of 7.2 out of 10 points towards LEAP Professional Practice.

Points Earned	÷	Points Possible	=	% Points Possible	X	Max SPS Points Possible	=	Teacher's SPS Points
13	÷	18	=	.72	X	10	=	7.2

The screenshots below identify where teachers can locate Peer Group and Performance Group information within their data in the LEAP Application Tool (LAT).

Identifying Teacher's Peer Group

Click on the SPS tab in the LEAP Application Tool. Look under the "My SPS Results Summary" section to locate the teacher's SPS Peer Group.

Identifying Teacher's Performance Group for Each SPS Category

Click on either the Rating & Reflections tab or the Summary tab in the LEAP Application Tool. Look in the Professional Practice table to identify the teacher's Performance Group for each SPS category.

Note: Points Earned will display for all measures at the End of Year.

Summary

Professional Practice

	Score	Points Earned	Points Possible
Observation			
I Mean		--	20.00
LE Mean		--	10.00
Student Perception Survey			
Facilitates Learning	A		
High Expectations	AA	--	10.00
Supports Students	A		
Professionalism			
Professionalism 1-6 Mean			10.00
Grand Total		--	50.00

SPS Performance Legend

WAA	Well Above Average	**BA**	Below Average
AA	Above Average	**WBA**	Well Below Average
A	Average	**U**	Unsatisfactory

ⓘ Click here for more information about the SPS.