

Evidence	NNPS Summative Report
What is it?	This evidence consists of three pieces of information. The first is the teacher performance evaluation form used by Newport News Public Schools (NNPS) to rate teachers. There are seven standards in the evaluation. Standards 1-6 are weighted 10% each, and standard 7 is weighted 40%, for the total evaluation score.
What evidence is available regarding its quality?	This instrument was created by Newport News instructional and human resource administrators based on the required “Guidelines for Uniform Performance Standards and Criteria for Teachers” approved by the Virginia Board of Education. It was released by the Virginia Department of Education for implementation in 2012. Extensive training has been done with all Newport News supervisors/principals, using the Teacher Development and Evaluation Process handbook, to ensure understanding and reliable use of the instrument.
How are the data collected?	The performance evaluation is done annually by the school administrator or his/her designee, usually late in the school year. The principal/supervisor submits the evaluation through an online form using a commercial program.
Who collects, analyzes, and reports the data?	Data is collected by the Newport News Schools Human Resource Department during the summer following the school year, and then sent to the CNU Director of Teacher Preparation in early fall. This is shared with the Teacher Preparation Council Steering Committee, who analyzes the data. The Steering Committee reports its analysis to the Teacher Preparation Council in the January meeting.
What criteria have been established for successful performance and why?	The data are summarized by percentages and measures of central tendency. In terms of the percentage, the criteria are that 80% or more of new teachers will meet the 3.0 “effective” criteria for each standard. The criteria for mean scores are that completers will achieve a mean of 2.8 or above. This is slightly below the 3.0 mark of “Effective”; this is because, in the first year of teaching, it is likely that many teachers will be “Developing, 2.0” these skills, despite excellent preparation. In addition, fewer than 15% of first-year teachers should receive scores below 3.0 in each competency. Areas with group means below 2.8 are discussed by the Teacher Preparation Council, and at least one action item is created for program improvement aimed at that area.
What do the reported results mean?	Results indicate to what extent first-year teachers who have graduated from CNU and have been hired by Newport News Schools have mastered teaching skills and competencies.
How are results used for improvement?	The data is reported in the January meeting of the Teacher Preparation Council, including recommendations from the Director and Teacher Preparation Steering Committee. The Council makes or approves recommendations for changes based on the data. If these changes require curricular or catalog language change, they are referred to the Graduate Council for approval.

***Criteria = 2.8**

PS 5: Learning Environment				PS 5: Learning Environment				PS 5: Learning Environment			
Total N= 24	3.08	.50	92.0	Total N= 24	3	0.58	84.0	Total N=25	2.72	0.45	72.0
<i>Elementary n=15</i>	3.13	.52	93.0	<i>Elementary n=15</i>	3.12	0.60	89.0	<i>Elementary n= 14</i>	2.64	0.48	64.0
<i>Secondary n=9</i>	3	.5	89.0	<i>Secondary n=9</i>	2.90	0.53	78.0	<i>Secondary n= 11</i>	2.82	0.39	82.0
PS 6: Professionalism				PS 6: Professionalism				PS 6: Professionalism			
Total N= 24	3.08	.40	96.0	Total N= 24	3.1	0.47	93.0	Total N=25	2.96	0.34	92.0
<i>Elementary n=15</i>	3.06	.46	93.0	<i>Elementary n=15</i>	3.2	0.53	95.0	<i>Elementary n= 14</i>	3.07	0.28	100.0
<i>Secondary n=9</i>	3.11	.33	100.0	<i>Secondary n=9</i>	3	0.40	93.0	<i>Secondary n= 11</i>	2.82	0.39	82.0
PS 7: Student Academic Progress				PS 7: Student Academic Progress				PS 7: Student Academic Progress			
Total N= 24	2.83	.50	79.2	Total N= 24	3	0.26	97.0	Total N= 25	2.88	0.33	88.0
<i>Elementary n=15</i>	2.66	.49	66.7	<i>Elementary n=15</i>	3	0.24	94.0	<i>Elementary n=14</i>	2.78	0.42	79.0
<i>Secondary n=9</i>	3.11	.33	100.0	<i>Secondary n=9</i>	3.10	2.70	100.0	<i>Secondary n=11</i>	3.0	0	100.0

4 = Expanding 3 = Effective 2 = Developing/Needs Improvement 1 = Unsatisfactory