



SHAKER HEIGHTS CITY SCHOOL DISTRICT

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Dear Shaker Heights School District Community:

Over the past few years, Shaker Heights has become a leader across the state in advocating for the reduction of the over-testing of our students. As a result, we are excited to announce that the District will be using a shared attribution metric as the Student Growth Measure for teacher evaluations for the 2017-2018 school year. This change will eliminate the need to administer Student Learning Objectives (SLOs) as a measure of educator effectiveness at all grade levels and will ensure that we continue to support literacy instruction and skill development across all content areas. The District Evaluation Committee made this decision after consultation with our community, our teachers and administrators and after reviewing data from prior years. The committee is comprised of a diverse group of teachers, school administrators and District administrators.

For the 2017-2018 school year, the shared attribution student growth metric will be based on 8th-grade MAP reading scores. These scores and grade level were selected because our students have demonstrated strong growth in this area for each of the past two years. In addition, 8th grade represents the cumulation of a student's K-8 education and serves as a valuable benchmark as students move into high school. Please note that the shared attribution student growth metric is applicable only to those teachers whose student growth measure is not fully based on value-added or EOC scores.

Following the 2017-2018 school year, the evaluation committee will revisit this decision and make a determination for future years.

Sincerely,

Mr. Rich Evans, committee co-facilitator, Interim Director of Human Resources

Ms. Lena Paskewitz, committee co-facilitator, teacher

Dr. John Morris, committee member, teacher, SHTA president

Dr. Gregory C. Hutchings, Jr., committee member, Superintendent of Schools