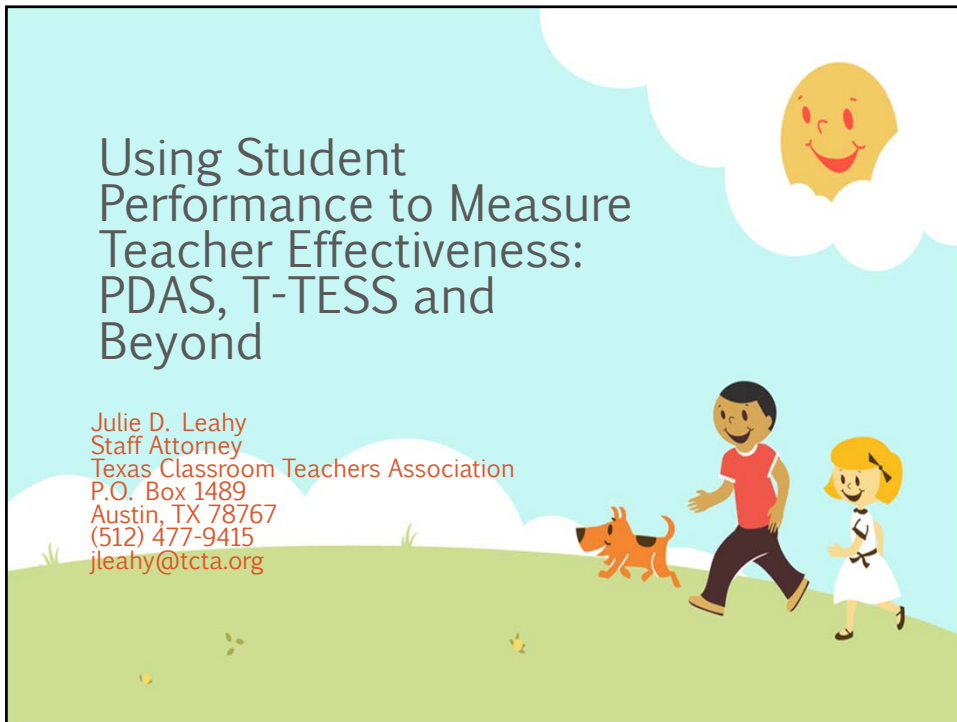


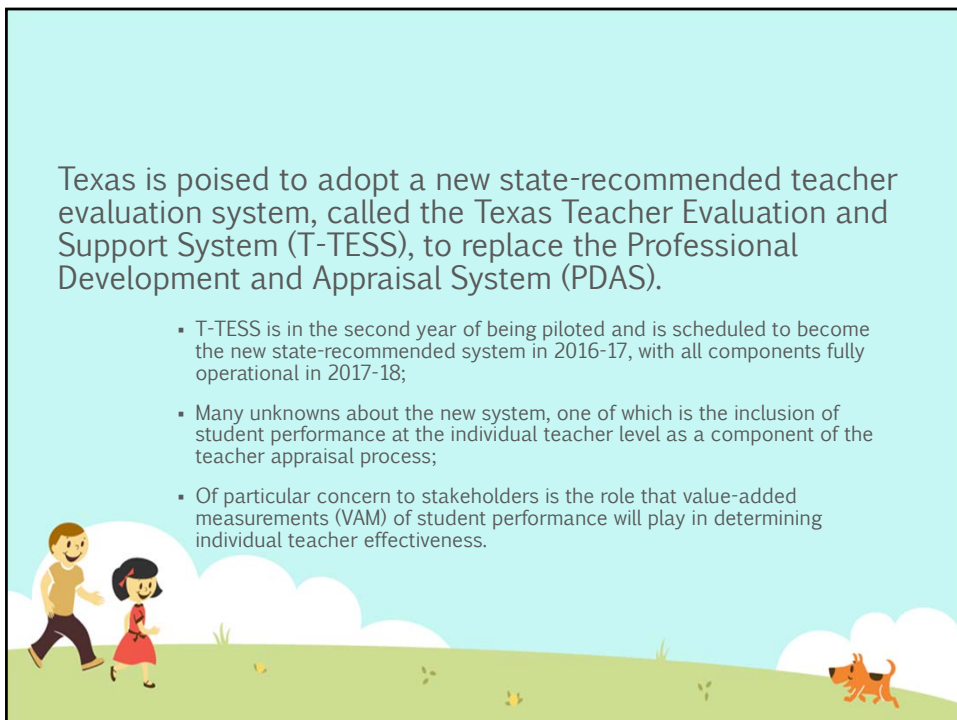
# Using Student Performance to Measure Teacher Effectiveness: PDAS, T-TESS and Beyond

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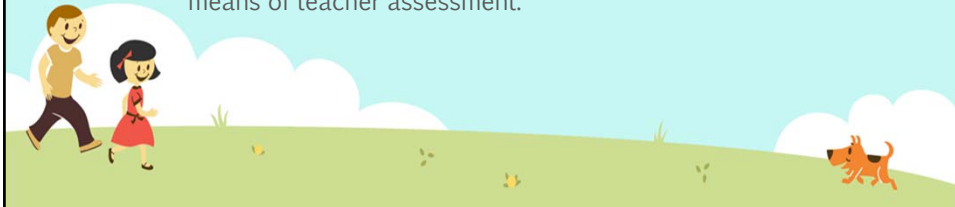
Texas is poised to adopt a new state-recommended teacher evaluation system, called the Texas Teacher Evaluation and Support System (T-TESS), to replace the Professional Development and Appraisal System (PDAS).

- T-TESS is in the second year of being piloted and is scheduled to become the new state-recommended system in 2016-17, with all components fully operational in 2017-18;
- Many unknowns about the new system, one of which is the inclusion of student performance at the individual teacher level as a component of the teacher appraisal process;
- Of particular concern to stakeholders is the role that value-added measurements (VAM) of student performance will play in determining individual teacher effectiveness.



## What is VAM?

- Value-added models of teacher assessment use complex statistical techniques to try to estimate teachers' effects on student achievement;
- TEA asserts that a VAM measures how much progress a group of students makes relative to the expectation of progress;
- Researchers have found that VAM results are unstable over time, subject to bias and imprecision, and rely solely on results from standardized tests that were not designed for that purpose. For these reasons, researchers say they are an invalid and unfair means of teacher assessment.



We Call it  
"Value-Added  
Modeling."  
Care to Take  
a Shot?



Tex. Ed. Code Sec. 21.351. RECOMMENDED APPRAISAL PROCESS AND PERFORMANCE CRITERIA.

(a) The commissioner shall adopt a recommended appraisal process and criteria on which to appraise the performance of teachers. The criteria must be based on observable, job-related behavior, including:

- (1) teachers' implementation of discipline management procedures; and
- (2) the performance of teachers' students.



Since 1997, Texas school districts have evaluated teacher performance by observing the interaction between a teacher and student that take place in the classroom, primarily under the auspices of the PDAS.



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