

Appendix D: Writing Performance Measures

Writing Performance Measures
<p>1. Based on the method that will be used to measure student achievement (e.g., value-added, gain scores), is the performance measure specific and measurable? Does the measure:</p> <ol style="list-style-type: none"> Specifically indicate the <i>degree</i> (what kind) or <i>quantity</i> (how much) of the change expected using descriptive words (e.g., advanced proficient, below basic, etc.) or numbers (8 percent reduction in failure rate, etc.)? Indicate how the change will be determined (e.g., relative to a standard, improvement to a standard, relative improvement, value-added model, mixed model)?
<p>2. Is the performance measure meaningful? In other words, is the measure meeting an important instructional need on the campus?</p>
<p>3. Is the performance measure realistic?</p> <ol style="list-style-type: none"> Is the performance measure/target rigorous, but attainable? Does your data system have the capacity to realistically track changes in performance based on the measure selected?
<p>4. Is the performance measure time-bound? Do the measures:</p> <ol style="list-style-type: none"> Include <i>frequency</i> (how often) and <i>duration</i> (how long)? Limit the length of time available to achieve the goal/target? Establish target dates or points in the program where certain specified changes are expected? Provide individuals with an approximation of when they can see improvements?
<p>5. Is the performance measure related to improved student achievement and the success of the campus?</p>
<p>6. Is the performance measure based on the daily responsibilities of the staff person?</p>
<p>7. Is the performance measure specific and assigned? Do the measures:</p> <ol style="list-style-type: none"> Target the audience as specifically as possible (e.g., which teachers, or which students)? Specify a specific group of students (e.g., first-time test-takers students at the campus on the October snapshot date, non-tested students, etc.)? Specify how the change will be determined (increase, decrease, etc.)? Simplify the determination process for whether or not a person has or has not accomplished the goal/target?