

# Rationale for Combining Growth Scores

---

At its March 6 and April 15, 2014 meetings, the Training and Implementation Advisory Group considered the question of how to assign a final growth rating for teachers having both SLOs (Student Learning Objectives) and SGPs (Student Growth Percentiles). The group considered two alternatives: (1) weighting a teacher's SLO and SGP ratings by the number of students having each, then averaging; and (2) assigning a teacher's growth rating using one of several decision tables, depending on the ratio of SLO to SGP students. At both meetings, the group recommended using a weighted average to combine SGP and SLO ratings, and the internal leadership committee (TICTOC) approved this recommendation.

A weighted average would use the number of SLO and SGP student results for each teacher to weight the average of the teacher's ratings for SLO and SGP, which would then be rounded according to standard rounding rules. For instance, if a teacher had 30 SGP students and 70 SLO students, the following calculation would be used:

<b>SGP</b>	<b>SLO</b>
Rating: 3	Rating: 2
30 students	70 students
$3 * 30 \text{ students} = 90$	$2 * 70 \text{ students} = 140$
$(90 + 140)/(30 + 70 \text{ students}) = 230/100$	
2.3, rounded to 2	

The Advisory Group completed an exercise in which members set the results of decision tables for each SGP/SLO ratio, and determined that the results of their decision tables were identical in 90% of cases to the results of a weighted average. The advisory group valued the simplicity, straightforwardness, and equitability of the weighted average.

## **The decision to use the weighted average is based on the following rationale:**

- The weighted average allows every student to count equally towards a teacher's final growth score.
- It avoids setting permanent values or instructional priorities on SGP courses versus SLO courses.
- It is easy to understand and easy to use.
- It is mathematically clean.
- Treating both ratings equally preserves equity with teachers who have only an SLO or an SGP.