

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

<i>QUESTIONS</i>	<i>ANSWERS</i>
If teachers are currently receiving career ladder money, will they continue to receive it?	Yes, as long as you meet the eligibility requirements of the Career Ladder Program.
Will teachers who have an active CTE organization program receive a stipend?	(Answer for Section)
Will mentoring students for CTE organizations such as HOSA be considered for a stipend?	CTE Program stipends have been discussed but are not included in the current proposed Differentiated Pay Plan.
Would advisors who spend several hours per week training and mentoring students for CTE organization's, i.e., Skills USA, DECCA, FCCLA, etc., be considered for a stipend?	
Will mentoring students in CTSO's such as HOSA, Skills USA, DECCA, etc. be considered for stipends?	
Why are we starting this now when it was proposed 7 years ago? Common Core will cause all teacher scores to drop.	The Commissioner of Education is now enforcing this law for local school districts where it did not in the past. Scores have increased with Common Core.
Is the Central Office required to participate in this program? Are your salaries based on our effectiveness? What holds you accountable?	No. Central Office staff are held accountable for how effective our teachers perform by the Director of Schools. However, any future increases for Central Office staff will be based on district performance scores.
Does the Differentiated Pay Plan go into effect even if the base pay is not approved in the budget?	The whole Differentiated Pay Plan is contingent on funding by the County Commission.
How will this be paid for given the current funding situation? How can we help?	The Pay Plan will be funded through Local and State Funds. You could contact your County Commissioner and ask them to support the new Pay Plan.
What happens when there is a bad tax year in the county?	Maintenance of Effort is required to be met by the County Commission regardless of what taxes are collected. This means our local funds can not be reduced by the County Commission.
Is there somewhere that I can go to find my current salary?	The salary schedule for 2013/2014 is posted with these FAQs.

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

Is my retirement already being collected? If so, how do I find out? If not, how do I get it started?	Retirement is being collected and yearly statements are issued by TCRS every October. You may contact TCRS directly at any time.
How will 220 calendar day employees' salary be calculated vs. 200 calendar day teachers?	Salary information contained in the power point is based on a 200 day contract. For anything beyond 200 days you will divide 200 days into that salary amount and multiply the daily rate times the number of days of your contract.
How will you get tax dollars from the Wilson County "buy in" folks? Will the County Commission pass the money to pay for this? What will happen if the County Commission will not fund this?	Getting this Pay Plan funded is a top priority of the School System and we will work closely with the County Commission to see that the Pay Plan does get funded for the 2014-2015 school year.
I'd like more information on the coaching stipend change information.	(Answer for Section)
What is the extra pay for teachers who coach or sponsor an organization?	This Differentiated Pay Plan does not affect athletic coaches or club sponsors. Those supplements remain the same and are on a separate schedule.
Does this affect stipends for coaching, etc., or are they expected to remain the same?	
How will coaching/mentorship additions be awarded? Seems only fair to do applications and evaluate based on TEAM/TVAAS scores rather than prior mentorship, experience, etc. Will this be a county policy or a school policy?	This process is currently being put together and the details of it will be posted later. The process will have a great deal of accountability in it for the mentor/coach, as well as the teacher the mentor/coach is working with.
Is there more detail on hard to staff areas?	Fortunately, we presently do not have any hard to staff positions.
In 2012-2013, if you had a TEAM score of 5 but a Growth score of 2 (but still had a 3 year average score of 5), will you automatically get the jump in base pay, just without the performance bonus?	If you have a TEAM score of 5 and a TVAAS composite score of 2 you will not move to the new base or get the performance amount. The TVAAS composite score is entitled "Individual Growth" on your CODE report.
We are expected to move the 98th and 99th percentile, but now we are being penalized for not being able to do the impossible? Again, 3 year average score of a 5, even after a 2 for growth and a 5 for achievement?!	No one is being punished under this Pay Plan. As long as your TEAM and TVAAS scores are 3 or more you will get additional compensation added to your salary.
Are there no longer incentives for advanced degrees? Will this not greatly increase competition leading to the loss of many teachers' jobs?	No to both questions.

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

Does a first year teacher getting paid at EDS salary this year receive no raise next year?	They would not receive additional compensation until they have a TEAM score.
If you are currently in graduate school and will graduate in May, will you be under the new pay scale for a masters degree or under the new pay scale?	Under the new Pay Scale.
Will supplements continue for extra duties?	Yes, for athletic coaches, band, and drama as is listed on Exhibit "C".
If you sponsor a club, do you qualify for a mentor stipend?	(Answer for Section)
Do Teacher Leaders include Student Government advisors?	You could qualify as a teacher mentor/coach but the stipend would not be as a club sponsor.
Will there be a stipend for yearbook teachers/advisors?	
When will we know about stipend pay?	Before school starts for the 2014-2015 school year.
It is very hard to make individual growth scores in an honors EOC course. So if my TEAM score is a 5, but individual score is a 1 or 2 will I not get an increase?	If your TEAM score is a 5 and your TVAAS score is a 1 or 2 you will not be eligible to move to the new base or get the performance pay. Remember to look at your composite TVAAS score; not a one year score. The correct score to use is entitled "Individual Growth" on your CODE report.
Will the county also allow AP teachers to use scores in addition to EOC?	The only score you will be allowed to use is your TEAM score or TVAAS score under the new Pay Plan.
Why are teachers with bright kids punished since it is harder to move them? How do they move up? Scores don't equal achievement!	No one is being punished under this Pay Plan. As long as your TEAM and TVAAS scores are 3 or more you will get additional compensation added to your salary.
Under the current salary schedule, I will make \$672 more next year. Is the only way I can get that amount increased in the future by achieving a level 5 status? How likely is this? If Level 3 is a "Rock Solid" teacher, shouldn't the increase be equal to the step increases that are currently in place?	Yes, additional pay will be based on TEAM scores. As long as you have a TEAM and/or TVAAS of 3 or more you will earn additional pay. No.
How will administration pay be figured? Will they still have multipliers, or will there be a completely separate administration pay schedule?	We are currently working on the Administration Pay Schedule and we will present that plan later.

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

If we are already above base pay, that means next year we get no raise in base?	No, remember everyone will have a new base pay every year if your TEAM and TVAAS scores are a 3 or higher.
How will the school system budget for teacher salaries when the TEAM scores are unknown until the end of the year?	2014-2015 salaries are based on TEAM and TVAAS scores from the 2012-2013 school year which we already have.
How will the system deal with the increase in salaries if everyone gets a 5?	We would add it to our budget because it would increase our total compensation budget.
Where is the additional money coming from?	State and local funds.
Will the base pay ever rise with the cost of living or will it always be in the 40's over the course of 30 years?	If a cost of living raise is given it will be given to everyone, including those on the base pay. The only exception would be those staff members who have a TEAM or TVAAS score of a 1 or 2.
Should I move to Atlanta?	That is a personal decision.
If a seasoned teacher from another county transfers here, will they have to start over at base pay?	They will be placed on the base Pay Plan. Starting in the 2015-16 school year, the base is determined by their three year TEAM score of 3, 4 or 5.
What about High School teachers who have multiple preps, 3-4 on a 7 period day, versus the teachers who have one prep?	The Differentiated Pay Plan does not alter the area of prep time or planning.
What about Special Education teachers who service CDC students in a Resource Class (EOC) who count toward growth? Is this a Fair Assessment?	All teachers will receive a TEAM score and a TVAAS score (for tested subjects) including the area of Special Education. Since there is no differentiation between teachers in the evaluation process, it is fair since all teachers are treated equally.
How does this help us staff Math, Science, and Special Education?	It takes our base pay from \$34,000 to \$40,000 within 3 years, plus offers additional performance pay that is cumulative over the career of the teacher. This is a way to help us staff all subject areas in the school system.
Special Education teacher scores are always going to be lower than regular education teacher scores. How will this be taken into account?	Test scores are based on growth as far as TVAAS is concerned, therefore as long as students are improving in the area of growth it should not adversely affect Special Education teachers.

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

<p>How will the selection of teacher Coaches/Mentors happen? Will there be an application process?</p>	<p>(Answer for Section)</p>
<p>What and/or who will determine the mentors? Will it be within the school or within the District? If they receive extra money will there be requirements for the mentors to fulfill? Will mentors be appointed or apply? I ask because I know currently schools appoint mentors. I also know that some of the mentors never work with the mentees (word?). It seems that based on the new budget the mentor program should be addressed with some sort of accountability put in place to ensure fair distribution of funds.</p>	<p>This process is currently being put together and the details of it will be posted later. The process will have a great deal of accountability in it for the mentor/coach as well as the teacher the mentor/coach is working with.</p>
<p>How will you keep teachers at low performing schools based on this Pay Plan? Last year at WCHS, I was a level 5, however this year at LHS I will be lucky to be a level 3 due to student test scores, i.e., ACT scores and Lit. Scores.</p>	<p>The Pay Plan is focused on student growth and not student achievement. When students grow more than expected, that growth is reflected in a teacher's TVAAS score – regardless of whether the student earned below basic, basic, proficient or advanced on the state assessment. We must take students where they are making adequate growth. A Level 5 teacher at WCHS has the same opportunity to make the same growth at LHS. Achievement and growth are different. Achievement is the number of students who are proficient or advanced. Growth is measured by how much gain or progress an individual student or group of students make over time. Growth measures do not assume that all students start the school year at the same academic level.</p>
<p>Why base my pay on TVAAS scores? How does the recent State Board of Education's decision to take a second look at basing scores on TVAAS scores affect this plan?</p>	<p>Our Differentiated Pay Plan is based on TEAM, not TVAAS, scores. The only way TVAAS scores will factor into your pay is if the composite TVAAS score is a 1 or 2. If composite TVAAS scores (Individual Growth on your CODE report) are a 1 or 2, then you would not be eligible to be moved to the new base or get the differentiated pay.</p>
<p>Nobody in a tested subject gets a 5. What is a TEAM score?</p>	<p>This is not true. We have a lot of teachers with a TVAAS score of 5. TEAM is your overall level of effectiveness score and all teachers will have a TEAM score even if they do not have a TVAAS score.</p>
<p>What if TEAM goes away?</p>	<p>We will deal with whatever change the State and State Board approves and make adjustments if warranted.</p>
<p></p>	<p></p>
<p></p>	<p></p>
<p></p>	<p></p>

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

What if all scores drop uniformly due to PARCC?	(Answer for Section)
Everyone is very worried that the shift to PARCC testing is going to negatively affect TVAAS scores for all teachers. Will this be taken into consideration when calculating a teacher's salary?	It is our opinion the State will adjust cut scores after PARCC so that it does not adversely affect your scores. We have made a commitment to watch this closely.
How do teachers that do not test students get a TVAAS score? For example a CDC teacher?	(Answer for Section)
If there is no TVAAS score, how will that affect the teacher's pay?	If you are in a non-tested subject you will not get a TVAAS score. The new Differentiated Pay Plan is based on TEAM scores first, then TVAAS. As long as there is a TEAM score all teachers will have the opportunity to receive the differentiated pay.
This scale seems to benefit new teachers far greater than "veteran" teachers. Will those with a larger number of years already in increase accordingly with the base pay? If base pay is going to \$40,000, what about those over \$40,000 currently?	(Answer for Section)
Is there a plan for maybe a one-time bonus for those that have several years experience in already? I like the idea of the higher base pay but I already have 15-20 years in.	We cannot do this without more funding. The intent of the plan was not to upset or hurt any teacher in our system. The goal of the plan is to recruit and retain good teachers for our students.
Under the newly proposed pay plan, new teachers get large pay increases while experienced, Level 5 teachers will get only \$750. Is there some way to make this more equitable so that new teachers aren't rewarded more than experienced, high performing teachers?	
It seems like newer teachers are getting more of a pay increase with the increased base pay. Why should new teachers get a \$4,000 raise and not other teachers? Why don't you consider giving an equal base raise for all teachers rather than such a substantial base raise for beginning teachers? It's upsetting and hurtful to experienced teachers.	
Teachers with over 20 years experience who currently receive a no-step raise bonus - will this money be taken away?	(Answer for Section)
Will we still get the bonus pay that we have been getting at the end of each semester? I think it is about \$800 and was for those who have taught over 20 years.	If you have received this pay in 2013-2014 it will not be taken away from you. Remember, no teacher can make less than they make in 2013-2014 by State law. However, this amount will now be spread out over all of your paychecks rather than paid in two lump sums.

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

<p>Will there be someone hired to evaluate all teachers so scores are consistent? I feel that some schools are scored differently. If pay is determined by evaluation scores then it should be consistent from one school to another.</p>	<p>No, all evaluations will be performed by the administration of the school. They are all trained and tested by the State. If there are inconsistencies in TEAM and TVAAS scores, the Director of Schools will review those items with the administrator of the school.</p>
<p>Why not have a minimum base pay that is consistent with new teachers as well? For example, Davidson County had a base salary increase so that new teachers didn't make more than existing teachers.</p>	<p>Our Differentiated Pay Plan makes the base pay consistent for all teachers and no one will make less than the base. This means no existing teacher will make less than a new teacher or the base pay as long as their TEAM/TVAAS score is not a 1 or a 2.</p>
<p>If you are not currently making the base pay, will everyone making below that amount increase to the base pay next year?</p>	<p>Yes, as long as their TEAM or TVAAS score is not a 1 or 2.</p>
<p>How does our benefit package compare to the top 5 wealthiest counties? Is there a plan to improve benefits?</p>	<p>Our benefits package is very comparable to other districts that we compete with for teachers. If you are talking about the county picking up a larger portion of the premiums for medical insurance, that will require more funding from the County Commission. The Board requested the portion of individual premium charged to each employee this year, (\$750 for individual coverage), from the County Commission but it was not funded.</p>
<p>How does the county justify the discrepancy of pay given compared to the per capita income?</p>	<p>This issue has never been addressed to our knowledge by anyone in the county.</p>
<p>The cost to the county is irrelevant because teachers are already paid too low. We are already insulted by low pay and it is patronizing for us to be asked to applaud the county for an increase.</p>	<p>No one has asked any teacher to applaud the county for an increase in pay. We are trying to educate you on the new Pay Plan as we try to increase teacher pay. The cost is presented to you to let you know it will cost the Board and county additional resources anytime you increase pay for teachers.</p>
<p>If a teacher's first year was in the 2013-2014 school year, will they not be able to improve next year since next year will be their second year?</p>	<p>Yes, all teachers have the opportunity to improve. If a teacher is new in 2013-2014 then it will be October 2014 before their scores are back to the District. This means they would move to the new base but not be eligible for the Differentiated Pay amounts until 2015-2016.</p>
<p>Will getting an advanced degree reward teachers in bonus pay after 2016?</p>	<p>No.</p>
<p>Do advanced degrees (MA, EDS...) not factor in to salary any longer?</p>	<p>No.</p>

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

<p>If your TVAAS score is higher than your TEAM score, will the TVAAS score supersede the TEAM score?</p>	<p>No, TVAAS only supersedes TEAM if the composite TVAAS score (Individual Growth on the CODE report) is a 1 or 2.</p>
<p>Will there be any adjustments made to teachers' pay who open their classrooms to inclusion? It seems many will close their doors because of the new pay plan.</p>	<p>Because growth scores do not rely on achievement, but on growth from each child's individual starting point, this should not be an issue.</p>
<p>How will School Counselors' pay be impacted by the new pay plan?</p>	<p>Salary information contained in the power point is based on a 200 day contract. For anything beyond 200 days you will divide 200 days into that salary amount and multiply the daily rate times the number of days of your contract.</p>
<p>This year teachers had to pay \$750 for insurance which effects overall salary. Are there future insurance increases coming?</p>	<p>Insurance premiums and costs of insurance are reviewed on an annual basis. We do not control health care costs from providers or hospitals but we must keep the program funded at appropriate levels to keep good benefits available to our employees. Premiums will increase as these costs rise but we try to keep the increases as low as we can. We have only had three increases in premiums in the last seven years.</p>
<p>If a teacher leaves or takes some time off, and comes back, do you enter the pay plan based on current stats or do you have the ability to be "grandfathered" back into the system based on previous years' pay?</p>	<p>Any teacher who is on the payroll of the School System in the 2013-2014 school year can not make less in future years by State law; therefore, they would come back to work at the pay for 2013-2014 or at the new base pay, whichever is higher.</p>
<p>Are there any incentives planned for the future to encourage advanced degrees after 2016?</p>	<p>Not at this time.</p>
<p>When you change grade levels how will you calculate individual growth scores? For example, a teacher going from 2nd grade to 3rd grade or 3rd grade to 4th grade.</p>	<p>Growth is figured by the State based on your test scores, if applicable, to the area you teach. We will use what the State has for your individual growth score/TVAAS in Code.</p>
<p>How will this pay plan be fair to the core subject teachers who are tested compared to the exploratory teachers who are not tested?</p>	<p>The Differentiated Pay Plan is fair to all employees because we are using the TEAM score first to earn additional pay. The only way growth scores impact the plan is when a teacher has a score of a 1 or 2 which would mean the teacher would not be eligible for additional compensation.</p>

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

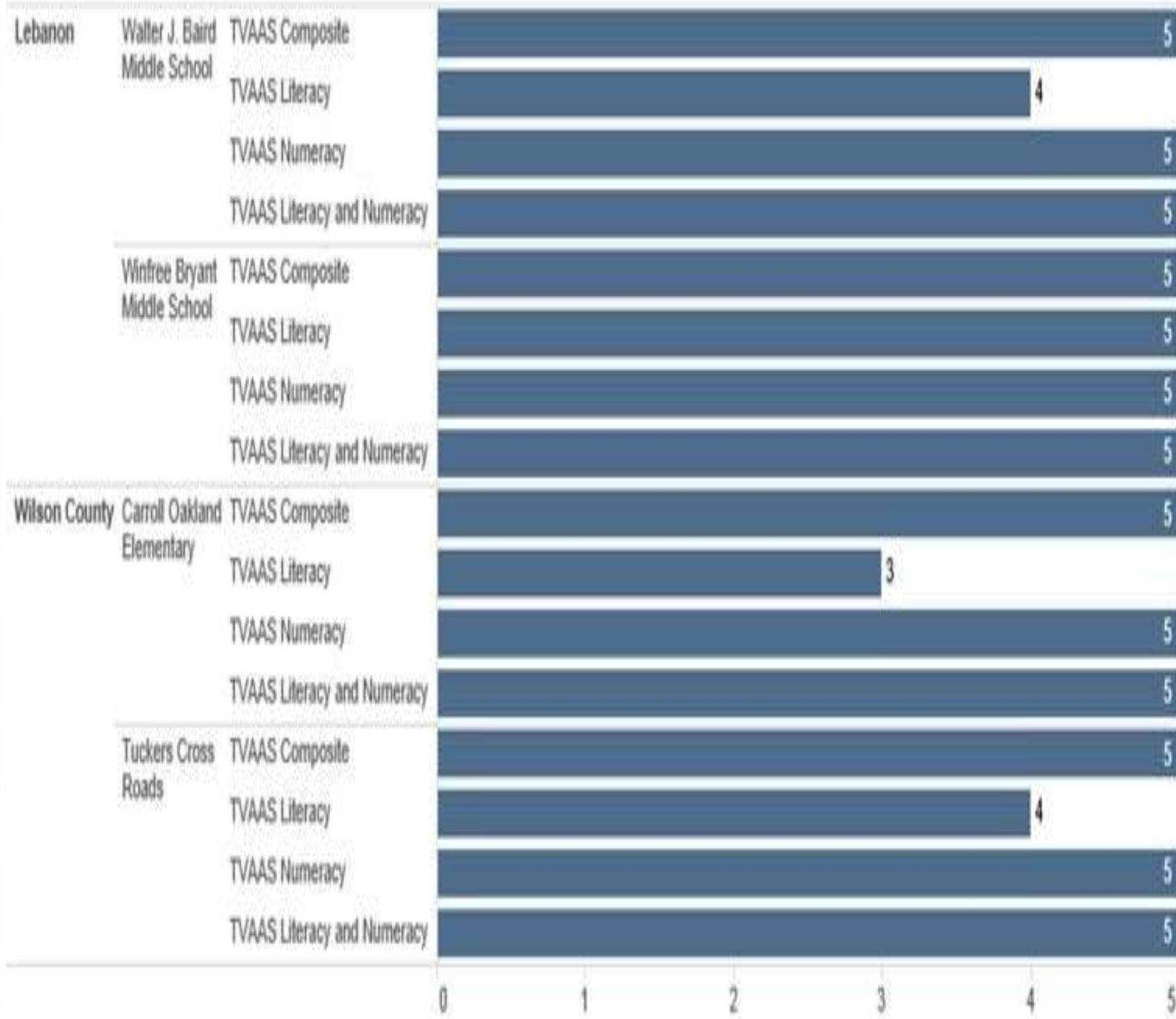
Who are members of the pay plan committee?	Mary Ann Sparks, Angela Rohen, Monty Wilson, Jennifer Cothron, Mickey Hall, Denise Defevers, Kelli Hall, Alaina Hatfield, Annie Leggett, Barbara Marks and Marcie Polk.
Non Tested Teachers - If the school growth falls to 1 or 2 does that knock me out of a raise even if my TEAM score is a 3, 4, or 5?	(Answer for Section)
What would happen if one has experience with no test scores?	If your TEAM score is a 3, 4 or 5 you would receive additional compensation. Based on this example you would not have a TVAAS/growth score. Remember our new plan does not recognize experience for pay.
If a teacher has a base pay less than \$38,000 and they scored as Level 2 on TEAM or TVAAS in 2012-2013, will a new teacher hired in 2014-2015 earn more than that teacher?	Yes.
How does the TRIPOD survey that counts 5% of our evaluation count for pay?	Your pay will be adjusted according to your TEAM score. This 5% is just one part of the TEAM score.
Will Wilson County continue to administer the TRIPOD Survey to early elementary students (Kindergarten, 1st, and 2nd)?	To be determined.
What guidance will the central office give to schools in the distribution of teaching assignments since performance merit pay is significant?	Teaching assignments are the responsibility of the Principal based on the strengths of his/her teachers.
Will Spec Ed/CDC create their own observation rubric to better assess the level of instruction our students receive?	No. We use the rubric provided by the State Department of Education.
For those of us that rely on our school's overall achievement and/or growth in lieu of personal student scores, what is the incentive to stay in a struggling school when we could increase our pay by switching to a more successful school? How will we be able to keep our educators in the schools that need the most help?	Fortunately for our School District staff, we currently do not have struggling schools so we should not have a lot of staff wanting to change schools for this reason. If the need arises later, and we have a struggling school with hard to staff positions, we can revise our Pay Plan at that time.
Some schools have a higher number of ELL students and/or students with diagnosed learning disabilities. How will this be considered between schools?	Our Pay Plan does not distinguish pay for teachers by comparing differences between schools. It is based on the teacher's TEAM and TVAAS scores. The use of growth scores allows a level playing field for all students, no matter what their ability or background.

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

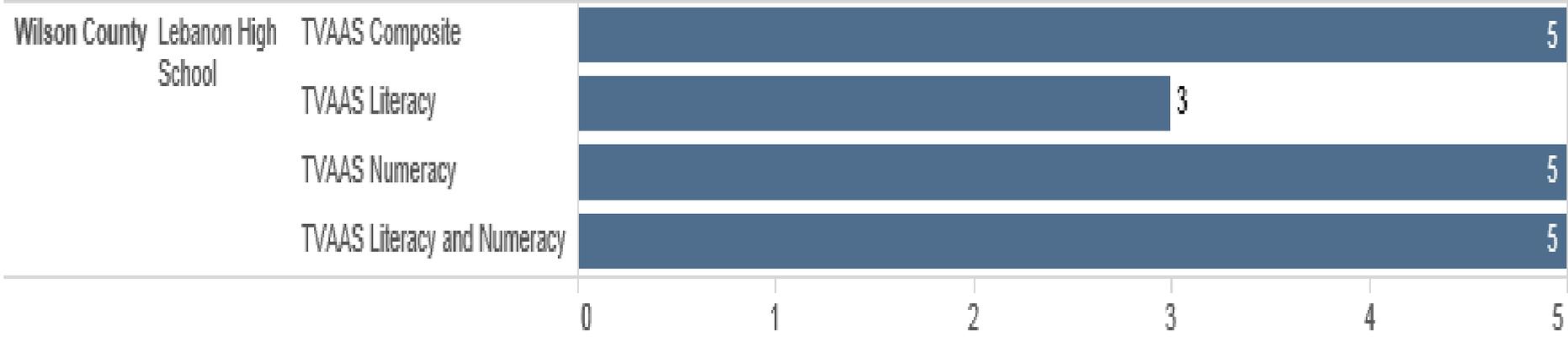
Because of our student population & inheriting students from the Lebanon Special School District, a Lebanon High School teacher, in a non-tested subject, can NEVER score a 5. It is mathematically impossible - on the other hand a teacher from Mt. Juliet High School will never score below a 3 due to the high school-wide scores.

TVAAS measures student growth, not whether the student is proficient on the state assessment. Just because a student is Proficient on an end-of-course test does not necessarily mean that the student showed growth. A student who is behind academically may show significant academic growth but not be proficient on the end-of-year test. Even though your student population differs from others in the District, students at LHS can still grow. We must take students where they are and grow them academically. Research shows that: (1) Teacher effectiveness is the most important factor in student growth, stronger than income, class size, race or family educational background; (2) Minority students make as much progress as other students when placed with the effective teachers; (3) Low socio-economic students make as much progress as other students when placed with the effective teachers; and (4) Schools in low socio-economic areas are as effective as other schools in fostering student growth. \*\*As shown below, students who attended Lebanon Special School District showed high growth in all areas, similar to the growth of the Wilson County feeder schools. Teachers who teach at LHS are capable of reaching a Level 5 status regardless of where their students attended middle school. As a non-tested teacher, is it important that you work together with other teachers to improve school-wide scores. Literacy is an area in which all teachers can assist.

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN



WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

 <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>TVAAS Composite</td> <td>5</td> </tr> <tr> <td>TVAAS Literacy</td> <td>3</td> </tr> <tr> <td>TVAAS Numeracy</td> <td>5</td> </tr> <tr> <td>TVAAS Literacy and Numeracy</td> <td>5</td> </tr> </tbody> </table>	Category	Score	TVAAS Composite	5	TVAAS Literacy	3	TVAAS Numeracy	5	TVAAS Literacy and Numeracy	5	
Category	Score										
TVAAS Composite	5										
TVAAS Literacy	3										
TVAAS Numeracy	5										
TVAAS Literacy and Numeracy	5										
<p>Also, LHS has an overall composite of a Level 5. Literacy is at a Level 3. Literacy is something that all teachers, tested and non-tested, can assist with.</p>											
<p>My growth score is based on the school SAT for K-2. We scored a 1 as a school, so does that mean I don't get the new base pay and new teachers coming in will make more than me? My team score was a 3.</p>	<p>The Pay Plan for 2014-2015 is based on your TEAM and/or TVAAS (Individual Growth Score in CODE) scores from school year 2012-2013. If either one or both of these scores is/are less than a 3, you would not move to the new base pay or get the differentiated increase.</p>										
<p>What happens to that teacher who keeps getting low performing students several years in a row because students are not divided up evenly?</p>	<p>(Answer for Section)</p>										
<p>What about when teachers have K-3 students assigned to them for the school year according to their SAT10 scores or parent requests?</p>	<p>You should have a conversation with your administrator during your evaluation and before scheduling of students occurs to help ensure all students are assigned evenly and with the correct staff member to ensure all students have the opportunity to grow in their educational experience.</p>										
<p>Why are we doing SAT10 in first and second grade when it is not required by the State, it's not aligned to Common Core, and it is not developmentally appropriate for students of this age? Salaries should not be based on this.</p>	<p>SAT10 is just one model that is being used by the State to measure growth for Kindergarten, 1st grade and 2nd grade teachers. The State will have another model next year. We will use what the State has for your growth score/TVAAS in Code.</p>										

WILSON COUNTY SCHOOLS  
FAQ - DIFFERENTIATED PAY PLAN

<p>Is there a plan to change how the growth/TVAAS scores are calculated from the 2nd grade SAT10 to the 3rd grade TCAP? Could there possibly be testing in 3rd grade from the beginning of the year to the end of the year (like SAT10 is given 2 times in 1st and 2nd grades)?</p>	<p>No, unless the State comes out with a new model which they are supposed to do next school year.</p>
<p>Since SAT10 was not a full year's opportunity for growth last school year, can a teacher with a 1 or 2 SAT10 growth choose to be paid as a non-tested teacher?</p>	<p>No. The scores were computed taking into account that they were only measuring a partial year.</p>
<p>How does SAT10 correlate to 3rd grade growth?</p>	<p>It's just like the EOC. While we don't have an exact correlation, SAS does not calculate, commit to calculating, new scores until it is clear that there is a statistically significant relationship between the test and the tests being used to predict the scores. Stated differently, students who score higher in 1st and 2nd grade SAT10 tend to be the students who score higher on 3rd grade TCAP. Additionally, students with high prior performance and low prior performance can demonstrate growth that exceeds, meets, or falls short of the expected growth.</p>
<p>How are language scores (growth) calculated from Kindergarten to Grade 1 if there is no language score on the Kindergarten test?</p>	<p>This is similar to EOC TVAAS scores - even if the exact subject has not been tested before, prior performance in other subjects can reliably predict future scores and a student's actual score can be compared to this prediction.</p>
<p>School TVAAS will no longer be used?</p>	<p>Teachers with tested subjects will use those scores for their % on TEAM. Non-tested uses school-wide.</p>
<p>Consequences for students performance in Grades 1-2?</p>	<p>This refers to the fact that K2 assessments, at this time, do not count 25% of the grade like the TCAP or EOC. This is the way it is right now, the State Department will be rolling out more information on a new K2 assessment plan in the next few weeks.</p>
<p>Students were tested in September and expect to make 1 full year of growth but it was not a full year?</p>	<p>This was taken into consideration when the State Department implemented the model for calculating growth. The State Department uses an economic metric model or a regression method. There's a relationship between the student's past testing history (at least two scores) and their predicted value for an assessment. That is how 3rd Grade growth is predicted from SAT10; it is the same method that is used to predict Algebra for a child in 5th grade. As long as there are two testing events, a prediction can be made.</p>