

# MAP Score Interpretation

## 2008-09

MAP Performance Pay calculations are based on the following two scores: Individual Teacher Assessment (25% of the total score) and Learning Gains (75% of the total score). In most cases, teachers receive Learning Gains scores of students directly assigned to them (call Individual Teacher Learning Gains below). School-Wide Learning Gains are assigned to teachers who do not have students directly assigned to them or in cases where an appropriate pre/post-test could not be identified.

### **I. Individual Assessment (25% of the Total Score):**

In order to be eligible for MAP performance pay, teachers had to earn the following points:

<b>Points Earned</b>	<b>Eligibility</b>
<b>0-23</b>	<b>No</b>
<b>24-48</b>	<b>Yes</b>

\*A score of 24 indicates an average of Satisfactory ratings (2 points) in all 12 categories.

\*A score of 36 indicates an average of High Performing ratings (3 points) in the 12 categories.

\* A score of 48 is the maximum score with ratings of Outstanding in all 12 categories.

### **II. Learning Gains (75% of the Total Score)**

#### **A. Individual Teacher Learning Gains (75 points) – Most Silos**

\* Learning gains for each teacher, derived through Value Table calculations, were ranked within each silo group.

\* Scores range from 1 to 75 points.

\* A score of 75 indicates that the teacher's gains were higher than all other teachers in the silo. A score of 38 means the teacher's gains were higher than about half of the teachers in the silo.

\* The following table can help with interpretation of the Learning Gains points.

<b>Points Earned</b>	<b>Percent of Silo Group that the Teacher's Gains were Higher Than</b>
<b>1</b>	<b>0%</b>
<b>8</b>	<b>10%</b>
<b>15</b>	<b>20%</b>
<b>23</b>	<b>30%</b>
<b>30</b>	<b>40%</b>
<b>38</b>	<b>50%</b>
<b>45</b>	<b>60%</b>
<b>53</b>	<b>70%</b>
<b>60</b>	<b>80%</b>
<b>68</b>	<b>90%</b>
<b>75</b>	<b>100%</b>

## **B. School-Wide Learning Gains (75 points) – Selected Silos:**

\* School-wide gains were only utilized for teachers who do not have students directly assigned to them or teachers where an appropriate pre/post-test could not be identified.

\* Score interpretation is the same as for the Individual Teacher Gains above (with reference to School Gains rather than Teacher Gains).