

TEACHER EVALUATION SYSTEM QUESTIONS AND ANSWERS

1. **How do I access my TPAS information?** A quick reference guide is available at [View TPAS Information](#)

2. **How do I print my TPAS Information?** A quick reference guide is available at [Print TPAS Information](#)

3. **What assessment results are included in my Student Performance Measure (SPM) score?** Assessment data used in the SPM score is based on assessment results of students assigned to the teacher as specified in the table on pages 23 – 27 of the Teacher Evaluation Handbook for 2018-2019.

[Teacher Performance Appraisal Process 2018-19](#)

4. **I don't see anything in the VAM score field, does this mean my score is not calculated correctly?** No. A score is displayed only if a VAM was provided for the teacher by the state. Please refer to the TPAS matrix on pages 23 – 27 of the Teacher Evaluation Handbook for 2018-2019.

[Teacher Performance Appraisal Process 2018-19](#)

5. **Why do I only see a VAM score if other assessment results should have been included in my SPM calculation?** Phase I of this project is designed to display the IPS score, SPM score and available VAM data for teachers. The SPM shown includes the calculations in addition to the VAM.

6. **What is VAM?** Visit the state's site at the address below to learn more about VAM.

<http://www.fldoe.org/teaching/performance-evaluation/student-growth.stml>

7. **Why can't I see my evaluation results from prior years?** Prior years' evaluation information will be included in the next phase of this project. This year, only 2014-2015, 2015-2016, 2016-2017, 2017-2018, and 2018-2019 are available.

8. **My VAM score is higher than my colleague's, yet his overall SPM score is higher than mine. Why?** The state VAM score is only one of multiple factors that are used in the overall SPM calculation. The remaining assessment results and students included for each assessment are used to calculate the overall Student Performance Measure or SPM.

9. What if I don't agree with my final rating? If you believe that your final rating was not calculated correctly "based on a lack of adherence to the procedures outlined in the current Teacher Evaluation System Handbook" (CTA Contract Article X, I), then you are eligible to appeal. Guidelines for appeals can be found on the district website.

[Final Evaluation Appeal Process and Forms](#)

10. Can I use my students' scores in Performance Matters to calculate the SPM?
No. The SPM is calculated using various statistical models that incorporate district and state data and is not a simple average of student scores.

11. I see that VAM scores are mentioned as means to evaluate student growth, what if I don't have a VAM score? For teachers in grades PK-3 and for teachers in grades 6-12 of subjects other than English Language Arts and/or Math, a measurement of your students' growth will be calculated as your Student Performance Measurement will be used. These expectations are found in the table on pages 23 – 27 of the Teacher Evaluation Handbook for 2018-2019.

[Teacher Performance Appraisal Process 2018-19](#)