



# Illinois State Board of Education

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## FACT SHEET

# PERA Early Implementers

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The Performance Evaluation Reform Act (PERA) requires that school districts develop evaluation models that consider student growth as well as professional skills and practices in the evaluation of teachers. State law staggers the implementation of this work, with all districts fully implementing the student growth component into their evaluation systems no later than the 2016-17 school year. The law also requires school districts meeting certain performance criteria to incorporate student growth indicators into their evaluation systems a year earlier, during the 2015-16 school year.

The Illinois State Board of Education (ISBE) used the composite results from the state's three assessments – the Illinois Standards Achievement Test (ISAT), the Prairie State Achievement Examination (PSAE) and the Illinois Alternative Assessment (IAA) – for 2011, 2012 and 2013 to determine districts that qualify as early implementers. The spring 2014 ISAT, PSAE and IAA data were not used due to some students' participation in field testing for the new Partnership for Assessment of College and Career Readiness (PARCC). The data for unit districts, elementary districts and high school districts were all considered for identifying early implementers.

During this process, districts' ISAT composite scores for 2011 and 2012 were recalibrated to reflect the new performance level cut scores that were used for the 2013 exams. The new cut scores align to the new, more rigorous Illinois Learning Standards and eliminate the previous disconnect between ISAT results and the higher expectations of the PSAE. The adjusted ISAT scores mean that district composite scores would need to be higher in order to be classified in the new performance levels of meeting or exceeding standards. As a result of this adjustment, elementary school data became congruent with high school scores, allowing for a fair comparison between all school districts.

Under the law, districts whose student performance ranks in the lowest 20 percent among all districts that have not yet implemented PERA requirements must begin implementation in 2015-16. Districts that have a three-year composite score of 48.9 percent or lower are required to be an early implementer.

The following formula was used to calculate a district's three-year composite percentage based on all state test results (ISAT, PSAE and IAA):

# of students proficient in reading in 2011 + # of students proficient in reading in 2012  
+ # of students proficient in reading in 2013 + # of students proficient in math in 2011  
+ # of students proficient in math in 2012 + # of students proficient in math in 2013

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# of scores in reading in 2011 + # of scores in reading in 2012 + # of scores in reading in 2013  
+ # of scores in math in 2011 + # of scores in math in 2012 + # of scores in math in 2013

Early implementer districts must have their Joint Committees begin formal meetings no later than Nov. 1, 2014. ISBE has partnered with professional organizations and the Regional Offices of Education (ROE) and Intermediate Service Centers (ISC) to develop a variety of tools to assist with this process. These resources will be shared through a series of webinars this fall and winter. In addition to attending the webinars, early implementer districts should:

- Contact their local union president and other stakeholders
- Make sure that stakeholders are familiar with [Part 50](#) of PERA
- Contact their ROE and ISC specifically for Foundational Services for Teacher Evaluation and Balanced Assessment

The following resources are also available to help districts and their Joint Committees:

- Part 50 - [www.isbe.net/rules/proposed/pdfs/50wf.pdf](http://www.isbe.net/rules/proposed/pdfs/50wf.pdf)
- PEAC document Guidance on District Decision Making - [www.isbe.net/peac/pdf/guidance/13-3-dist-dec-making.pdf](http://www.isbe.net/peac/pdf/guidance/13-3-dist-dec-making.pdf)
- Introduction to Balanced Assessment - [www.brainshark.com/llinoisPrincipalsAssoc/vu?pi=zH5zaZWDXz33sgz0](http://www.brainshark.com/llinoisPrincipalsAssoc/vu?pi=zH5zaZWDXz33sgz0)
- Performance Evaluation Reform Act - [www.brainshark.com/llinoisPrincipalsAssoc/vu?pi=zGVz2IYJmz33sgz0](http://www.brainshark.com/llinoisPrincipalsAssoc/vu?pi=zGVz2IYJmz33sgz0)
- Conversations for Joint Committees - [www.brainshark.com/llinoisPrincipalsAssoc/vu?pi=zHjzTUSyaz33sgz0](http://www.brainshark.com/llinoisPrincipalsAssoc/vu?pi=zHjzTUSyaz33sgz0)

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