

Explaining the Distribution of 3-Year Average Teacher Growth Scores

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Teacher Growth Scores

- The LEA Insights Human Capital Teacher Growth Scores module provides **3-year average growth scores** for teachers, broken down **by subject** and as a **composite** score across subjects.
- This presentation includes:
 - important **percentile values** for interpreting those scores and
 - an **explanation of what the scores mean**, helping users understand and compare teacher growth scores.

Average and Median Growth Scores

- **Average/expected student growth** is set to **80**.
- Teachers scoring **above 80** are demonstrating **greater-than-average/expected student growth**.
- The **median** is defined as the **middle score** — half of the teachers have average growth above the median, and half below.

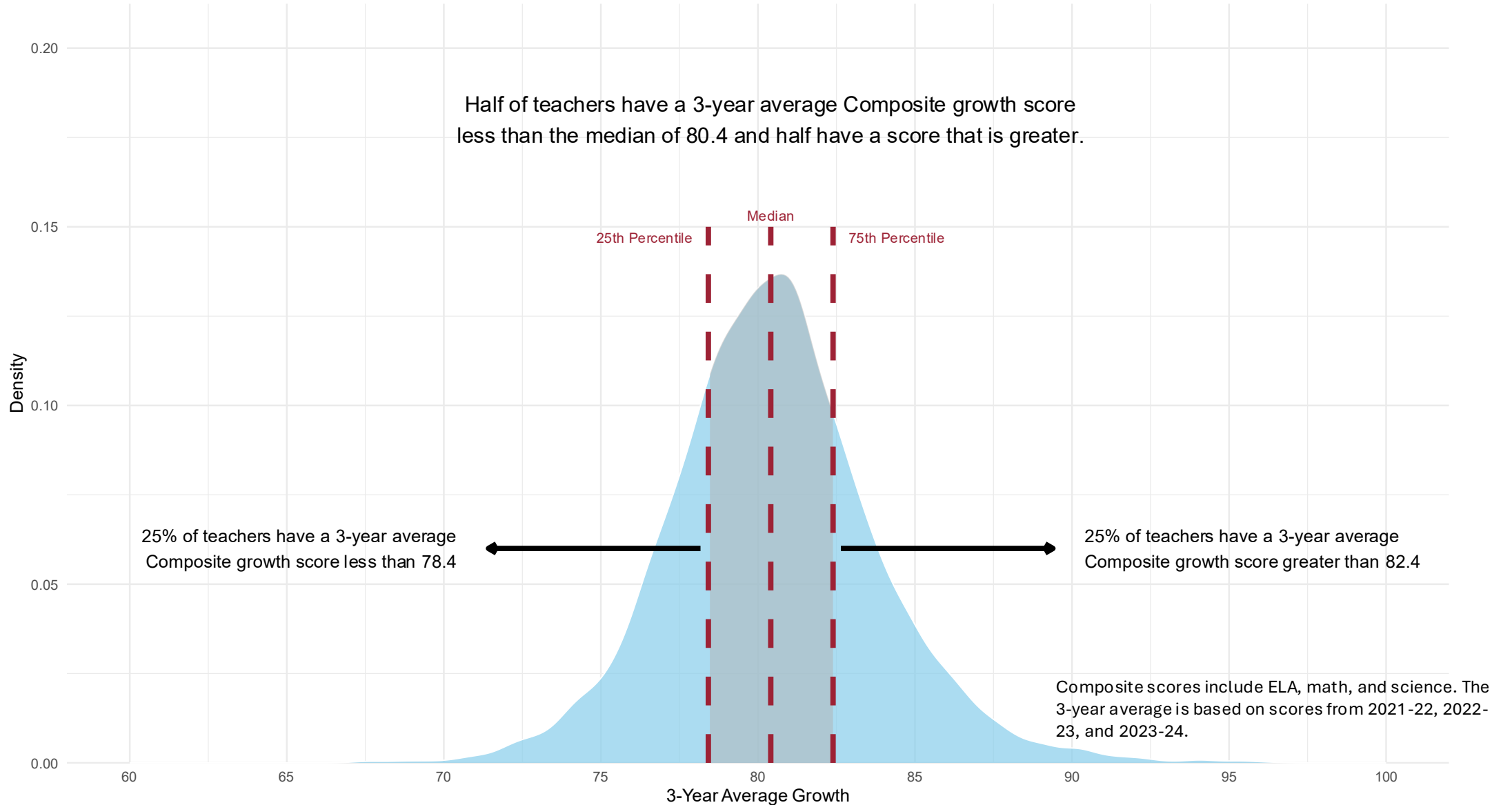
Average and Median Growth Scores

- **2024-25 3-year average growth scores** are based on teachers' growth scores from **2021-22, 2022-23, and 2023-24**.
- Only **teachers with three or more years of experience** in a tested subject and grade—and with scores in each of the three most recent years—**receive a 3-year average growth score**.
- As a result, **teachers with 3-year average growth scores are more experienced** than the average teacher.
- Because teacher experience has a small positive association with growth scores, both the **average** and **median** 3-year average growth scores are slightly above 80.

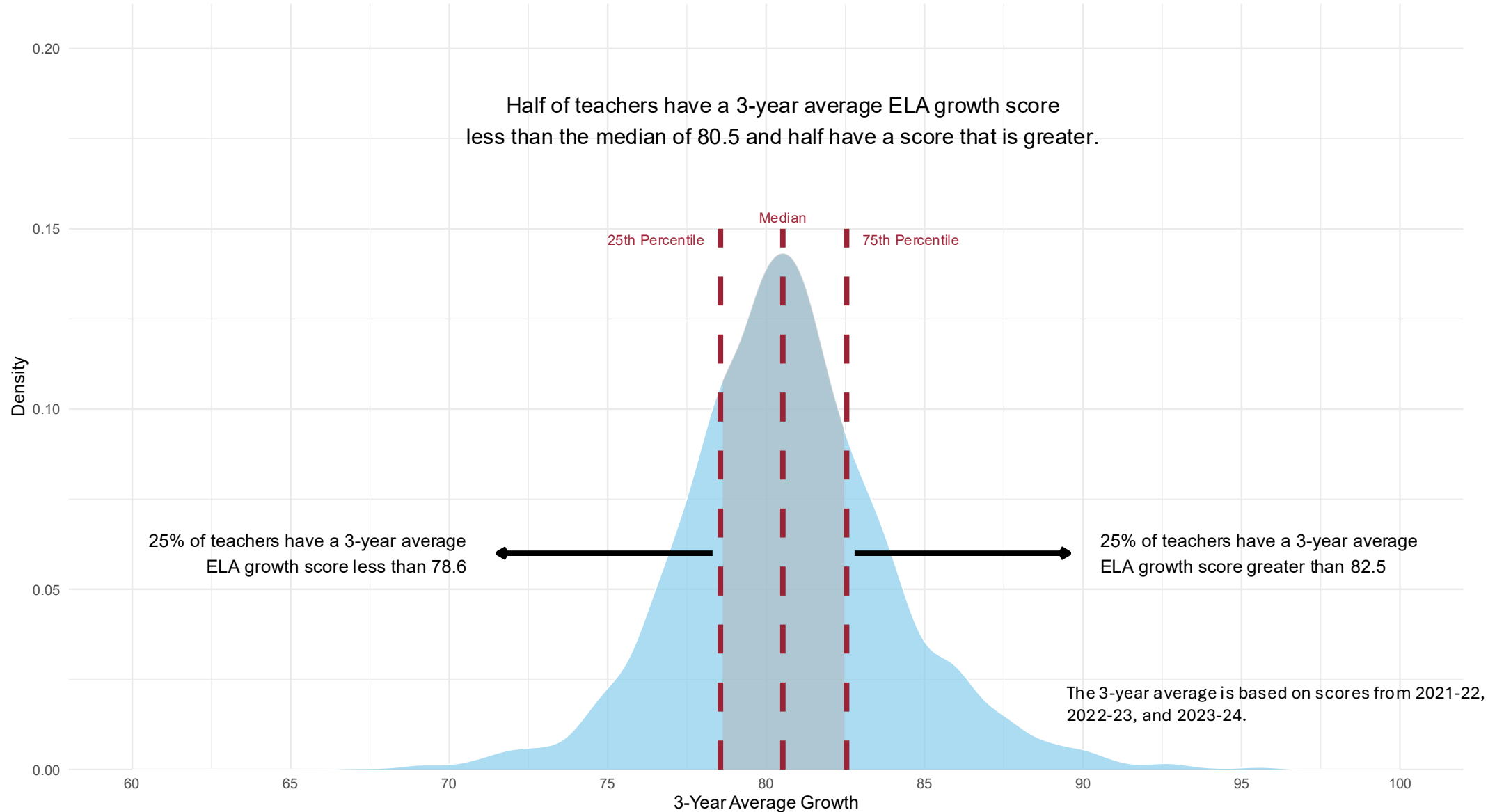
Teacher Growth Score Percentile Values

- Percentile values indicate the score below which a given percentage of teachers' growth scores fall.
 - The **25th percentile** is the score below which 25% of teachers' scores fall, representing the **bottom 25% of teacher scores**.
 - The **75th percentile** is the score below which 75% of teachers' scores fall, representing the **top 25% of teacher scores**.
- The next three slides display the distribution of teacher growth scores by subject and composite scores, marked with these percentile values.
- The final two slides present a broader set of percentile benchmarks.

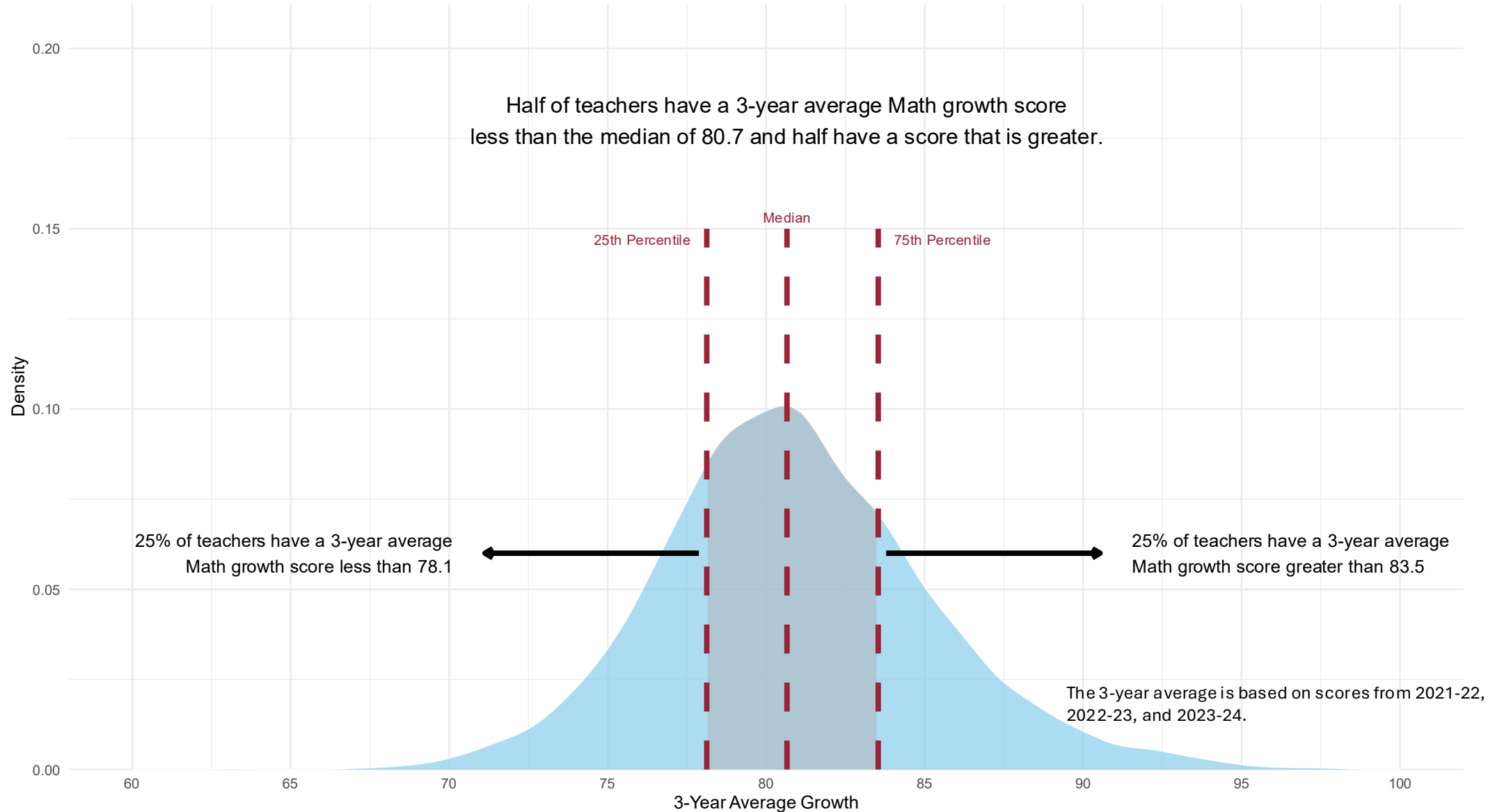
3-Year Average Composite Teacher Growth Scores



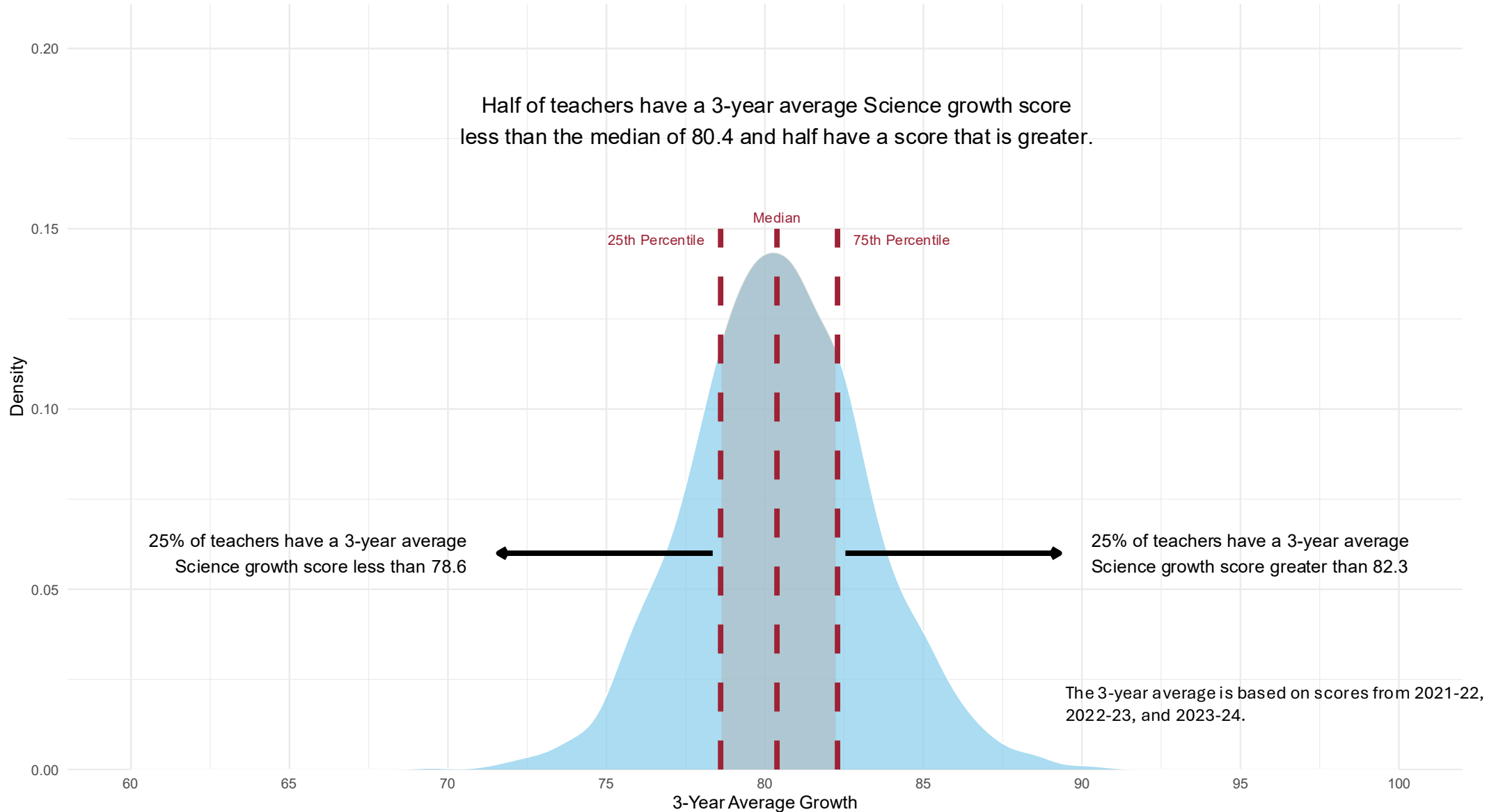
3-Year Average ELA Teacher Growth Scores



3-Year Average Math Teacher Growth Scores



3-Year Average Science Teacher Growth Scores



3-Year Average Teacher Growth Score Percentile Values – Bottom Scores

The percentile values in the table below can be used to identify where teachers' growth scores fall in the distribution of all teachers' scores.

	Bottom 0.5%	Bottom 1%	Bottom 5%	Bottom 10%	Bottom 25%	Median
Composite	71.91	72.74	75.34	76.56	78.42	80.41
ELA	71.17	72.12	75.38	76.73	78.56	80.53
Math	70.32	71.38	74.26	75.78	78.13	80.66
Science	73.03	73.82	75.88	76.88	78.60	80.38

3-Year Average Teacher Growth Score Percentile Values – Top Scores

The percentile values in the table below can be used to identify where teachers' growth scores fall in the distribution of all teachers' scores.

	Median	Top 25%	Top 10%	Top 5%	Top 1%	Top 0.5%
Composite	80.41	82.39	84.59	86.06	89.55	90.83
ELA	80.53	82.54	84.81	86.40	89.89	91.01
Math	80.66	83.54	86.43	88.30	92.29	93.67
Science	80.38	82.29	84.05	85.15	87.33	88.29