How to Write a Tiered SGO

Why Use a Tiered SGO?

0 Teachers often have students with a wide range of preparedness and ability in a course or class. One simple SGO for all students might be too low for some students and too high for others. By breaking down SGOs into different levels based on student preparation, your goals are more likely to be ambitious and feasible for a much wider range of students.

0 Tiered SGOs provide rich data that can be used to differentiate instruction more effectively.

What is the Difference between Simple and Tiered SGOs?

0 The use of **Simple** SGOs makes the most sense when the data suggests that students enter the class/course with relatively <u>similar</u> abilities or background knowledge. In this case, teachers identify the number of students who are expected to meet a **single** post-assessment target score.

0 **Tiered** SGOs are used when students enter the class/course with relatively <u>diverse</u> readiness levels for the content being taught. Using this method, teachers set **different targets** for different groups of students according to their starting points.

How to Start Writing a Tiered SGO. .

.

0 The basic principles used to set simple goals are applied to creating tiered goals.

0 The difference between simple and tiered SGOs becomes apparent when it is time to set post-assessment targets.

Developing a Tiered SGO

0 Once you determine the focus of your SGO, you must administer a pre-assessment to students and determine the range of student scores.

0 In this example, the pre-assessment was administered to 65 students taking 9th grade Physics I.

0 The lowest score on the pre-assessment was 35% and the highest score was 80%. This is the range of student scores (35%-80%).

Target Score

0 Based on the pre-assessment results, develop an ambitious and achievable post-assessment target score that indicates considerable learning.

Target score on post-assessment = 80%

0 Determine how many of your students you think can reasonably achieve this target score.

50 out of 65 students (77%) who took the test will be able to achieve the target score

Attainment Ranges

0 Develop a reasonable range around the above student percentage (77%) for the full (3) attainment category.

__The NJDOE suggests using ranges of 10% to 15% for each attainment category.__

For this example, we will use a range of 14%. Since we already determined that 77% of students should reach the target score on the post-assessment, add 7 to and subtract 7 from this score. This gives you the full attainment range.

The range for full attainment (3) is 70 – 84%.

0 Develop ranges for the other three categories: exceptional, partial, and insufficient.

**Remember that we are using a range of 14% for this example.

Ranges for this SGO are:

Exceptional (4)	85% - 100%
Full (3)	**70% - 84%**
Partial (2)	55% - 69%
Insufficient (1)	less than 55%

Simple or Tiered?

Based on the full attainment range, if the teacher decided to write a **simple** SGO, it would state:

"At least 70% of students will attain a score of 80% or above on the Physics I post-assessment."

However, due to the wide range of pre-assessment scores, it is wiser to write a **tiered** SGO. This allows the teacher to differentiate the target score for different groups of students.

Identify Student Tier Groupings

0 **Low level of preparedness:** Students who have yet to master pre-requisite knowledge or skills needed for this course.

0 **Medium level of preparedness:** Students who are appropriately prepared to meet the demands of the course.

0 **High level of preparedness:** Students who start the course having already mastered some key knowledge or skills.

Quantify Student Tier Groupings

0 Using the pre-assessment results (which range from 35% to 80%), divide the scores into 3 equal (or nearly equal) tiers and count the number of students who scored in each group.

Low Preparedness Group = 36 students scored between 35% - 49%

Medium Preparedness Group = 21 students scored between 50% - 66%

High Preparedness Group = 8 students scored between 67% - 80%

Differentiated Targets

0 The original target score (80%) becomes the target for the Medium Preparedness Group.

0 Adjust the target score for the Low and High Preparedness Groups according to their starting points.

Low Preparedness Group target score = 70%

Medium Preparedness Group target score = 80%

High Preparedness Group target score = 90%

Tiered SGO Statement

Remember, the **simple** SGO stated,

"At least 70% of students will attain a score of 80% or above on the Physics I post-assessment."

A **tiered** SGO would state,

"At least 70% of students in each preparedness group will meet the target score on the Physics I post-assessment."

Scoring Plan

O Using the tier groupings and differentiated targets, complete the Scoring Plan chart. Also, calculate the number of students represented in each category.

O To calculate the number of students in a category:

84% of 21 = .84 x 21 = 17.64 = 18 students

Tier	Number of students in group	Target Score	Exceptional (4)	Full (3)	Partial (2)	Insufficient (1)
Low	36	70	85-100% (31-36)	70-84% (25-30)	55-69% (18-24)	<55% (0-17)
Medium	21	80	85-100% (19-21)	70-84% (15-18)	55-69% (11-14)	<55% (0-10)
High	8	90	85-100% (8)	70-84% (6-7)	55-69% (4-5)	<55% (0-3)

Note: The **percentage of students scoring in each category remains the same—it is the   **number** of students in each category that changes.

O   Determine the number of students in the Low Preparedness Full (3) Group by calculating:

   O   70% of 36 students in the Low Group equals 25 students (.70 x 36 = 25).

   O   25 is the minimum number of students in the Low Preparedness Group who must reach the target score in order for the teacher to obtain Full (3) credit for the Low Tier.

   O   84% of 36 students in the Low Group equals 30 students (.84 x 36 = 30).

   O   30 is the greatest number of students in the Low Preparedness Group who must reach the target score in order for the teacher to obtain Full (3) credit for the Low Tier.

   Thus, for a teacher to earn a FULL rating of 3 points *for the Low Preparedness Tier*, between 25 and 30 students in the Low Preparedness Group must earn a target score of 70% or above on the post-assessment.

SGO Approval Form

Fair Lawn Schools
The Leaders of Tomorrow Attend Fair Lawn Schools Today

*SGO Approval Form

User Information

Name: Sally Smith	Title:
Building: None	Department: None
Grade: Grade 11	Evaluation Type: Teacher Tenured
Assigned Administrator: Not Assigned	Evaluation Cycle: 08/04/2014 - 05/29/2015
Saved By: N/A	Date Submitted: Incomplete
Acknowledged By: N/A	Date Acknowledged: Unacknowledged
Finalized By: N/A	Date Finalized : Unfinalized

Grade:	9
Subject:	Physics II
# of Students:	65

Interval of Instruction:

☐ Full Year   ☐ Semester   ☐ Other (explain below)

If Other, explain:

SGO Type:

☐ General   ☐ Specific

Please include content standards covered, name and explanation of assessment method, and description of student population.

Rationale for Student Growth Objective:

Please include what you know about your students' performance/skills/achievement levels at the beginning of the year, as well as any additional student data or background information used in setting your objective.

Baseline Data:

The range of scores on the pre-assessment was between 35% and 80%.

36 students scored between 35-49%

21 students scored between 50-66%

8 students scored between 66-80%

File List

⚙ Add A File

File Name	Date Uploaded	Size	·

Instructions: Choose either Option A (Simple SGO) or Option B (Tiered SGO).

Option A: Simple SGO Goal Setting

A simple SGO is based on determining how many of a teacher's total students are expected to meet a single target. To use the simple method of setting SGOs, educators must predict what percentage of students would attain a particular level of performance on the final assessment.

State simply what percentage of students will meet what target in the space below. For example, "85% of students will score 80% or above on the post-assessment."

Simple SGO:

At least 70% (45/65) of students will attain a score of 80% or above on the Physics I post-assessment.

Target Score on Post-Assessment (%)   80

State the percentage and number of students who must achieve the post-assessment target score for each of the attainment levels below. For example, 90-100% (25-30) of students must reach the target score for the teacher to obtain an "exceptional (4)" rating.

Exceptional Range (4)	85-100% (56-65)
Full Range (3)	70-84% (45-54)
Partial Range (2)	55-69% (36-44)
Insufficient Range (1)	<55% (0-35)

Strategies for attaining SGO:

Option B: Tiered SGO Goal Setting

Teachers often have students with a wide range of preparedness and ability in a course or class. One simple SGO for all students might be too low for some students and too high for others. By breaking down SGOs into different levels based on student preparation, your goals are more likely to be feasible for a much wider range of students. The tiered SGO form is designed for use when students at multiple levels are assigned to the same SGO.

State your SGO in the space below and then use the Scoring Plan section to provide more detail for each group. For example, "85% of students in each group will meet the target score."

Tiered SGO:

At least 70% of students in each preparedness group will meet the target score on the Physics I post-assessment.

Scoring Plan

State the percentage of students who must achieve the post-assessment target score for each category below. For example, 90-100% of students must reach the target score for the teacher to obtain an "exceptional (4)" rating.

**Note: The Scoring Plan is identical for low, middle, and high preparedness groups, but the post assessment target score for each group differs.

Exceptional Range (4)	85-100%
Full Range (3)	70-84%
Partial Range (2)	55-69%
Insufficient Range (1)	<55%

Low Preparedness Group

Number of Students in Group	36
Target Score on Post Assessment (%)	70
Number of Students for Exceptional Attainment (4)	31-36
Number of Students for Full Attainment (3)	25-30
Number of Students for Partial Attainment (2)	18-24

Medium Preparedness Group

Number of Students in Group	21
Target Score on Post Assessment (%)	80
Number of Students for Exceptional Attainment (4)	19-21
Number of Students for Full Attainment (3)	15-18
Number of Students for Partial Attainment (2)	11-14

High Preparedness Group

Number of Students in Group	8
Target Score on Post Assessment (%)	90
Number of Students for Exceptional Attainment (4)	8
Number of Students for Full Attainment (3)	6-7
Number of Students for Partial Attainment (2)	4-5

Strategies for attaining SGO:

Please submit this form to your Administrator. When the Administrator clicks the Acknowledgement button, this is equivalent to an electronic signature, and it indicates approval of your SGO.

Questions?