

Connetquot Teachers Association, Inc.

1650 Sycamore Avenue Suite #8
Bohemia, New York 11716

Tony Felicio, Jr.
President

Office: (631) 676-3061
Fax: (631) 676-5364

November 5, 2014

Ms. Lee Kennedy
President, Board of Education
Connetquot School District
780 Ocean Avenue
Bohemia, NY 11716

Dear Ms. Kennedy:

The Association became aware that the Board of Education voted to endorse Resolution #10 at the NYSSBA conference. This Resolution supported the use of student test scores in the evaluation of teachers. To the satisfaction of the Association, this resolution was voted down. The Association wants to express its dissatisfaction to you and the Board for supporting this issue that has the potential to hurt our teachers in the future. This was what the Association attempted to convey to the Board last evening; however, other internal discussions and disagreements between the Board did not allow this to occur. Therefore, the Association will present this information below.

Statistical analyses conducted by the Association on State scores for its 4th to 8th grade teachers (89 teachers total) revealed a number of findings. First, it was determined that the State evaluation scores that Connetquot teachers received were primarily comprised of error. Not to get too technical, but a statistical test that determines how teachers' scores one year are related to their scores the next year, called a reliability estimate, came out to be .15. To put this number in perspective, it indicates that 85% of the score was error. The Labor Department suggests that any test score used in employment should have a reliability estimate of .70 - well above the score the Association's analysis found. In addition, it was found that approximately 25% of teachers had their score vary by 8 or more points from 2012-2013 to 2013-2014. This latter finding shows significant variability in teachers' scores from one year to the next. Given the level of error and significant variability, there can only be very limited validity in the scores that the teachers received. These findings are consistent with other research looking at the reliability of teacher scores based on student standardized tests, [including research conducted by the Gates Foundation](#).

When the Board votes on a sensitive and highly controversial issue such as using student test scores in teacher evaluations, it is important that the decision be based on factual information and not entirely related to beliefs such as teachers should be held accountable. While accountability is useful and important, based on the current findings and other research on this subject, the use of unreliable and invalid information in the name of accountability is unjust, leads to erroneous conclusions, impacts teacher morale and is just plain wrong. Their use should not be endorsed by anyone in education.

Sincerely,



Tony Felicio, Jr.
President

cc: Board of Directors
CTA Membership
Ms. Lynda Adams, Superintendent of Schools
Mr. Dean Mittleman, Assistant Superintendent for Curriculum and Instruction
Mr. Bob Annucci, Assistant Superintendent for Administration and Personnel