



Brigham Young University
Educator Preparation Program

Utah Teacher Candidate Performance Assessment & Evaluation System (PAES)

Summative Evaluation for Student Teachers and Interns

Academic Year 2019–2020

Developed by

Utah Teacher Education Assessment & Accreditation Council
(UTEAAC)

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Utah Teacher Candidate Performance Assessment & Evaluation System (PAES) Performance Criteria for Summative Evaluations

The below performance criteria are meant to establish metrics for evaluating candidates during field experiences. They are to be applied to the summative PAES evaluations.

The PAES Instrument

The PAES is a holistic evaluation system designed to evaluate teacher candidates' performance across multiple clinical experiences (i.e., practicum, student teaching, internship). The PAES is intended to evaluate candidates' growth from the beginning of their teacher preparation program through student teaching and program completion. The PAES measures candidates' knowledge, skills, and professional dispositions across the ten Utah Effective Teaching Standards (UETS) using a four-point Likert-scale: Not Effective (0), Beginning (1), Developing (2), and Preservice Effective (3) and two professionalism items using a dichotomous Yes/No scale.

The system asks evaluators to complete both formative assessments and summative evaluations on candidates' performance while mentoring and coaching them to ensure they are prepared to enter the classroom as a first-year teacher. The PAES is much more than an observation instrument; it is a comprehensive tool for gathering evidence of candidates' ability to put into practice all the knowledge, skills, and dispositions acquired during their preparation to be a classroom teacher, while providing diagnostic information to mentor teachers and university supervisors for mentoring and coaching candidates.

Scale and Items

- There are 20 items (1.1-9.2) on a 0-3 scale.
 - Not Effective (0)
 - Beginning (1)
 - Developing (2)
 - Preservice Effective (3)
- There are 2 items (10.1-10.2) on a Yes/No scale.
- There are three sections of the PAES—The Learner and Learning, Instructional Practice, and Professional Responsibility.
 - The Learner and Learning section is comprised of items 1.1 thru 3.3.
 - The Instructional Practice section is comprised of items 4.1 thru 7.5.
 - The Professional Responsibility section is comprised of items 8.1-10.2.

Marking the PAES Instrument

During candidates' first practicum experience, the BYU-EPP expects candidates to show proficiency at the **Beginning (1)** level on the PAES rubric. During the second practicum, candidates are expected to show proficiency at the **Developing (2)** level. If a program only has one practicum experience prior to the student teaching/internship experiences, the BYU-EPP expects candidates to show proficiency at the practicum 2 or **Developing (2)** level. During student teaching/internships, candidates are expected to show proficiency at the **Preservice Effective (3)** level.

First Practicum Experience

When using the tool, the evaluator will evaluate the practicum 1 or “beginning” candidate using the **Not Effective (0)** or **Beginning (1)** levels of the rubric. The target performance level for candidates in practicum 1 is the **Beginning (1)** level. An evaluator may use the **Developing (2)** and **Preservice Effective (3)** levels of the rubric, if the candidate demonstrates mastery of the knowledge, skills and dispositions at those levels in addition to the **Beginning (1)** level. The BYU-EPP does not expect very many candidates demonstrating mastery at the **Developing (2)** or **Preservice Effective (3)** level during practicum 1 experiences.

Candidates are required to show 80% mastery at the **Beginning (1)** level across the 20 scaled items. At the **Beginning (1)** level, there are 20 points and 80% is 16 points, or a total average score of 0.80. Candidates that have a total average score below 80% (0.80) and/or are scored as a NO on items 10.1 and/or 10.2 will result in a failing PAES evaluation.

Cut Score:

- Items 1.1 to 9.2 (20 items): 16/20 points, or a total average score of 0.80
- Items 1.1 to 9.2 (20 items): Items may be scored as **Not Effective (0)**
- PAES Items 10.1 and 10.2 (Yes/No): All Yes

Note: Candidates may receive more than 20 points if the evaluator scores items at the **Developing (2)** and **Preservice Effective (3)** levels.

Second Practicum Experience

Be aware that these criteria should be used if the program only has one practicum experience prior to student teaching. This equates to the secondary education and special education programs.

When using the tool, the evaluator will evaluate the practicum 2 or “developing” candidate using the **Not Effective (0)**, **Beginning (1)**, or **Developing (2)** levels of the rubric. The target performance level for candidates in practicum 2 is the **Developing (2)** level. An evaluator may use the **Preservice Effective (3)** level of the rubric if the candidate demonstrates mastery of the knowledge, skills and dispositions at that level, in addition to the **Beginning (1)** and **Developing (2)** levels. The BYU-EPP does not expect very many candidates demonstrating mastery at the **Preservice Effective (3)** level during practicum 2 experiences.

Candidates are required to show 80% mastery at the **Developing (2)** level across the 20 scaled items. At the **Developing (2)** level, there are 40 points and 80% is 32 points, or a total average total score of 1.60. Candidates that have a total average score below 80% (1.60) and/or are scored as a NO on items 10.1 and/or 10.2 will result in a failing PAES evaluation.

Cut Score:

- Items 1.1 to 9.2 (20 items): 32/40 points, or a total average score of 1.60
- Items 1.1 to 9.2 (20 items): Items may be scored as **Not Effective (0)**
- Items 10.1 and 10.2 (Yes/No): All Yes

Note: Candidates may receive more than 40 points if the evaluator scores items at the **Preservice Effective (3)** level.

Table 1 contains a summary of the performance criteria for practicum 1 and practicum 2.

Table1: Summary of Performance Criteria for Practicum 1 and Practicum 2

Items	Practicum 1			Practicum 2		
1.1 to 9.2	Target Level			Target Level		
	Beginning (1)			Developing (2)		
	Available Pts	Min Pts	Min Total Avg	Available Pts	Min Pts	Min Total Avg
	20	16	0.80	40	32	1.60
10.1 to 10.2	Target Level			Target Level		
	Preservice Effective (3)			Preservice Effective (3)		
	Available Score	Required Score		Available Score	Required Score	
	Yes/No	Yes		Yes/No	Yes	

Student Teaching/Internship in the Major

When using the tool, the evaluator will evaluate the student teacher/intern or “effective” candidate using the **Not Effective (0)**, **Beginning (1)**, **Developing (2)**, or **Preservice Effective (3)** levels of the rubric. The target performance level for candidates in student teaching/internship in the major is the **Preservice Effective (3)** level.

Candidates are required to show 80% mastery at the **Preservice Effective (3)** level across the 20 scaled items. At the or **Preservice Effective (3)** level, there are 60 points and 80% is 48 points, or a total average score of 2.40. Candidates that have a total average score below 80% (2.40), receive a **Not Effective (0)** on the 20 scaled items, and/or receives a NO on items 10.1 and/or 10.2 will result in a failing PAES evaluation.

Cut Score:

- Items 1.1 to 9.2 (20 items): 48/60 points, or a total average score of 2.40
- Items 1.1 to 9.2 (20 Items): No items scored as **Not Effective (0)**
- Items 10.1 and 10.2 (Yes/No): All Yes

Student Teaching/Internship in the Minor

When using the tool, the evaluator will evaluate the student teacher/intern or “effective” candidate using the **Not Effective (0)**, **Beginning (1)**, or **Developing (2)** levels of the rubric. The target performance level for candidates in student teaching/internship in the minor is the **Developing (2)** level. An evaluator may use the **Preservice Effective (3)** level of the rubric, if the candidate demonstrates mastery of the knowledge, skills and dispositions at that level, in addition to the **Beginning (1)** and **Developing (2)** levels.

Candidates are required to show 80% mastery at the **Developing (2)** level across the 20 scaled items. At the or **Developing (2)** level, there are 40 points and 80% is 32 points, or a total average score of 1.60. Candidates that have a total average score below 80% (1.60), receive a **Not Effective (0)** on the 20 scaled items, and/or receives a NO on items 10.1 and/or 10.2 will result in a failing PAES evaluation.

Cut Score:

- Items 1.1 to 9.2 (20 items): 32/40 points, or a total average score of 1.60
- Items 1.1 to 9.2 (20 Items): No items scored as **Not Effective (0)**
- Items 10.1 and 10.2 (Yes/No): All Yes

Note: Candidates may receive more than 40 points if the evaluator scores items at the **Preservice Effective (3)** level.

Table 2 contains a summary of the performance criteria for student teaching/internship in the major and the minor. While table 3 provides a summary of the performance criteria across all clinical experiences.

Table2: Summary of Performance Criteria for Student Teaching/Internship

Items	Student Teaching/Internship in the Major			Student Teaching/Internship in the Minor		
1.1 to 9.2	<i>Target Level</i>			<i>Target Level</i>		
	Preservice Effective (3)			Developing (2)		
	Available Pts	Min Pts	Min Total Avg	Available Pts	Min nts	Min Total Avg
	60 [#]	48 [#]	2.40 [#]	40 [#]	32 [#]	1.60 [#]
10.1 to 10.2	<i>Target Level</i>			<i>Target Level</i>		
	Preservice Effective (3)			Developing (2)		
	Available Score		Required Score	Available Score		Required Score
	Yes/No		Yes	Yes/No		Yes

Note: # = No items scored at the *Not Effective (0)* level

Table3: Summary of Performance Criteria for all Clinical Experiences

Items	Practicum 1		Practicum 2		Student Teaching/Internship in the Major		Student Teaching/Internship in the Minor	
1.1 to 9.2	Target Level		Target Level		Target Level		Target Level	
	Beginning (1)		Developing (2)		Preservice Effective (3)		Developing (2)	
	Min Pts	Min Total Avg	Min Pts	Min Total Avg	Min Pts	Min Total Avg	Min Pts	Min Total Avg
	16	0.8	32	1.6	48 [#]	2.4 [#]	32 [#]	1.6 [#]
10.1 to 10.2	Available Score	Required Score	Available Score	Required Score	Available Score	Required Score	Available Score	Required Score
	Yes/No	Yes	Yes/No	Yes	Yes/No	Yes	Yes/No	Yes

Note: # = No items scored at the *Not Effective (0)* level