2015-2016 Annual Legislative Report on Teacher Evaluations

Contents

Summary

In an effort to provide for clear and sufficient differentiation between performance levels and provide consistency in meaning across school districts, the Legislature directed the State Board of Education to adopt rules that took effect for the first time in 2015-2016 evaluations. State Board Rule 6A-5.0411 Florida Administrative Code (F.A.C), standardized the measures used for the student performance component of evaluations for teachers who teach courses where there are approved statewide growth models. Despite this standardization, district performance evaluation results continue to be concentrated toward the higher end of the four-level performance scale with 98% of teachers statewide receiving Effective or Highly Effective ratings. In addition, 15% of educators were reported as not having been evaluated by their districts despite statutory requirements that they be evaluated annually and despite extensions to the reporting deadlines to accommodate district requests. While a small number of these teachers did not actually require evaluations, and will require updating the department's Staff Information System database to reflect this, the majority of teachers that were reported as not evaluated did require an evaluation.

Approximately one-third of classroom teachers receive scores based on data from Florida's Value-Added Models (VAM), approved under section 1012.34(7), Florida Statutes (F.S). Using the three-year combined-aggregate VAM score for English language arts and mathematics, a comparison of the academic performance of students (as measured by their teachers' VAM scores and school grades) and their teachers' performance evaluation results shows a relationship between performance indicators calculated by the department and performance evaluation results calculated by school districts. Overall, the average VAM score among teachers within each performance category increases as the rating improves. However, the variability of VAM scores within each performance evaluation category resulted in VAM score ranges that overlap across rating categories, indicating that teachers with the same VAM score received different final evaluation ratings as assigned by the districts.

For teachers who receive both the performance evaluation rating and VAM classification, it is not necessarily expected for both to be identical, because a teacher's overall performance evaluation rating is influenced by factors other than VAM scores, including instructional practice or observation data, professional responsibilities data, other sources of student performance data, and the proportion of the evaluation that is based on the VAM data varies by district. However, when these measures do not align, they generally favor a higher rating for the teacher. As a result, more than twice as many teachers received a final evaluation of Highly Effective as had VAM scores that would have been classified as Highly Effective under the methodology that districts began using in 2015-2016. Under the recently adopted State Board Rule 6A-5.0411, F.A.C., there were more than 62 times more teachers with VAM scores that would have been classified as Unsatisfactory using the same methodology as there were who received a final overall performance rating of Unsatisfactory. There is considerable overlap among VAM scores across each of the overall performance rating categories, indicating that VAM contributes little to the final overall performance rating. The department has begun monitoring district implementation of evaluation system requirements, with priority placed on those districts that have not satisfied statutory requirements, including evaluating all instructional personnel and differentiating personnel evaluations across all four performance levels.

Background

Section 1012.34(1)(c), F.S., requires the department to publish a report by February 1 of each year that provides information on Florida's statewide teacher evaluation system. The report is required to contain the following information:

1. Performance evaluation results for the prior school year for instructional personnel and school administrators using four levels of performance, disaggregated by
    a. Classroom teachers, as defined in s. 1012.01(2)(a) F.S., excluding substitute teachers, and
    b. All other instructional personnel, as defined in s. 1012.01(2)(b)–(d) F.S.
2. An analysis that compares performance evaluation results calculated by each school district to indicators of performance calculated by the department using standards established in State Board Rule 6A-5.0411, F.A.C.
3. Data reported under s. 1012.341 F.S.

This report is collaboratively produced by the Bureau of Educator Recruitment, Development and Retention in the Division of Public Schools and the Bureau of Accountability Reporting in the Division of Accountability, Research and Measurement.

Section 1: Performance Evaluation Results for the 2015-2016 School Year

Section 1012.34(2)(e), F.S., requires that evaluation systems for instructional personnel and school administrators differentiate among four levels of performance. The 2015-2016 performance evaluation results indicate that while distinctions were made between the two highest evaluation categories, very few instructional personnel and administrators statewide received evaluations in the lower two categories, and in some districts, no staff at all were assigned evaluations in the lower two categories. An analysis of performance evaluation results by district showed that the statewide pattern persists in the majority of districts, although there are exceptions (see Appendices B, C, and D). Despite the fact that most educators were rated either Effective or Highly Effective, the majority of both administrators and classroom teachers received an Effective rating, as opposed to Highly Effective, for the 2015-2016 school year. It is encouraging and consistent with statutory intent that districts are making important distinctions between teachers who are competent practitioners and those who represent the highest-performing members of their field. Individual district results indicate some districts are better able to make this distinction than others. While a significant proportion of educators continue to be reported as not evaluated, despite requirements in s. 1012.34(3)(a), F.S., that they be evaluated annually, in each category this percentage decreased from the prior year indicating districts are improving. Districts reported 26.5% of other instructional personnel (down from 32.3% in 2014-15), 19.0% of administrators (down from 23.7% in 2014-15), and 13.2% of classroom teachers (down from 16.6% in 2014-15) as not evaluated. Exhibit 1 presents a summary of statewide evaluation results in three employment categories: administrators, classroom teachers, and other instructional personnel.

Exhibit 1: Only 2% of Educators Who Were Evaluated Received Ratings Lower than Effective, and Nearly 1-in-6 Educators' Evaluations Were Either Not Conducted or Not Reported

Category*	Of Those with Evaluation Data, 2015-16 Personnel Evaluation, by Personnel Type										Number Not Evaluated	Percent Not Evaluated, Based on Reported Data	Total
	Highly Effective		Effective		Needs Improvement		3 Years - Developing		Unsatisfactory				
	N	%	N	%	N	%	N	%	N	%			
Administrators	2,658	36.1%	4,419	60.0%	249	3.4%	7	0.1%	29	0.4%	1,727	19.0%	9,089
Classroom Teachers	75,821	45.9%	85,929	52.0%	2,056	1.2%	1,193	0.7%	270	0.2%	25,164	13.2%	190,433
Other Instructional Personnel	11,624	59.3%	7,821	39.9%	116	0.6%	18	0.1%	19	0.1%	7,066	26.5%	26,664
Total	90,103	46.9%	98,169	51.1%	2,421	1.3%	1,218	0.6%	318	0.2%	33,957	15%	226,186

* Equal Employment Opportunity (EEO) line numbers included in each category are 01-20 for Administrators, 21-33 for Classroom Teachers, and 34-43 for Other Instructional Personnel.

The statewide evaluation results in Exhibit 1 show the clustering of evaluations in the upper two rating categories. The vast majority of classroom teachers (97.9%) received performance ratings from their districts in the top two categories, Highly Effective (45.9%) and Effective (52.0%). A small percentage (1.9%) of classroom teachers received a rating of either Needs Improvement or Developing, and less than one percent (0.2%) of classroom teachers received Unsatisfactory ratings. The distribution of statewide evaluation results is similar for other instructional personnel and administrators. Statewide, nearly one-fifth (19.0%) of administrators, more than one-tenth (13.2%) of classroom teachers, and more than one-quarter (26.5%) of other classroom personnel were reported as not evaluated, despite statutory requirements. Sixty six (89.2%) districts gave evaluations to at least 80% of classroom teachers.

The distribution of evaluation ratings varies by district, but a large majority of classroom teachers in each district received a rating in one of the top two categories and very few in each district received a rating in the lowest category. A total of 47 districts (63.5%) did not use all four performance categories in the 2015-2016 school year for classroom teachers, including 45 that did not assign a rating of Unsatisfactory to *any teacher* and eight that had no classroom teachers with a rating below Effective. Evaluation results by district can be found in Appendices B through D.

Section 2: District Performance-Level Standards

State Board Rule 6A-5.0411, F.A.C., took effect in 2015-16. Due to this implementation, the performance-level standards of the subset of teachers who receive VAM scores from the department, representing about one-third of teachers statewide, became consistent for the first time since VAM data were used in educator evaluations. More consistent use of measures and establishment of uniform performance-level standards should produce evaluation results that are more comparable between districts. However, there is still considerable flexibility at the district level among enough of the factors incorporated into educator evaluations that comparability among districts remains limited.

Performance-Level Standards for VAM Data

Beginning in the 2015-2016 school year, State Board Rule 6A-5.0411, F.A.C., standardized the VAM measures used in educator evaluations, as well as how districts interpret them, by establishing a common metric and methodology for classifying that metric into four performance-level categories that mirror the ones used for the overall evaluation.

The performance-level standards for the English language arts, Mathematics, and Algebra 1 value-added models are as follows:

- Highly Effective: VAM score is positive and both the 68% and 95% confidence intervals are entirely positive;
- Effective: VAM score is not classified as Highly Effective, Needs Improvement, or Unsatisfactory;
- Needs Improvement: VAM score is negative and the 68% confidence interval is entirely negative, but the 95% confidence interval includes 0; and
- Unsatisfactory: VAM score is negative and both the 68% and 95% confidence intervals are entirely negative.

Classifying VAM scores helps simplify them for interpretability, discourages inappropriate attempts to compare and rank raw VAM data that are not statistically different, and provides greater transparency into how VAM scores are used in the evaluation process. Because evaluations inform compensation and employment decisions locally, statewide performance-level standards are necessary to ensure transportability and comparability of evaluation ratings that incorporate VAM data.

Classifying VAM scores prior to combining them with other components of teacher evaluation can also increase transparency, reduce the complexity of the combination process, and ensure appropriate weighting of evaluation components. It also allows triangulation among the components that make up the evaluation to determine if they lead to significantly different conclusions about teacher effectiveness so that districts can explore the reason for the discrepancy. However, original VAM score data are provided alongside the classification results so that information is not lost about the magnitude of the teachers' impact on student learning during classification. Original, unclassified VAM data can also be used to explore particular grades, subjects, and even subgroups of students with whom the teacher is most effective. They can also be used to make decisions about teaching assignments that leverage the strengths of the teacher, provide opportunities for targeted improvement, and maximize student outcomes within the school by assigning students to teachers with demonstrated historical effectiveness among populations of similar students. It is therefore important for districts who classify VAM data to also provide the original, unclassified data to teachers and principals.

Section 3: Comparative Analysis of District and State Performance and Evaluation Results

All analyses presented are based on the subset of teachers in the state who received both a district performance evaluation and a three-year aggregate combined VAM score (based on statewide, standardized assessment results) where there were at least 10 student assessments representing the teacher's VAM score. Because most schools with VAM data for Algebra 1 have few teachers who receive Algebra 1-based VAM scores, Algebra 1 VAM scores are not included in these analyses.

A comparison of the academic performance of students (as measured by their teachers' VAM scores and school grades) and their teachers' performance evaluation results revealed a relationship between indicators of performance calculated by the department and performance evaluation results calculated by school districts. Overall, the average VAM score among teachers within each performance category increases as the rating improves. However, the variability of VAM scores within each performance evaluation category resulted in VAM score ranges that overlap across rating categories, indicating that teachers with the same VAM score received different final evaluation ratings as assigned by districts. This overlap is not surprising because there are several other sources of data used in conjunction with VAM scores to determine a teacher's performance evaluation. A comparison between evaluation results and VAM scores by school grades indicates that students who attend high-quality schools, as measured by school grades of A or B, have better access to high quality

teachers, whether this is measured by performance evaluation rating or by VAM classification, although the finding is significantly more pronounced when using VAM classification as the teacher quality metric.

In this section, analyses and results regarding the following are presented:

- The overall agreement of VAM classification categories and performance rating categories;
- A comparison of the percentage of teachers in each VAM classification category and in each performance rating category assigned by the district, by school grade; and
- A summary of the VAM scores of teachers in each performance rating category.

Agreement between Performance Evaluation Ratings and VAM Classifications

While a similar number of teachers received Effective performance evaluations as were categorized Effective using the VAM classification methodology, more than twice as many teachers received Highly Effective performance ratings as had VAM scores classified as Highly Effective. The opposite is true of the Needs Improvement and Unsatisfactory categories. Only 25.3% of the number of teachers rated as Needs Improvement using the department's VAM classification methodology compared to a final rating of Needs Improvement, and only 1.6% of the number teachers of those categorized as Unsatisfactory based on VAM scores compared to a final rating of Unsatisfactory.

Exhibit 2[1]: More than Twice as Many Teachers Received Final Evaluations of Highly Effective as Had VAM Scores Classified That Way, While There Were More than 62 Times More Teachers With Unsatisfactory VAM Scores as There Were Who Received a Final Performance Rating of Unsatisfactory

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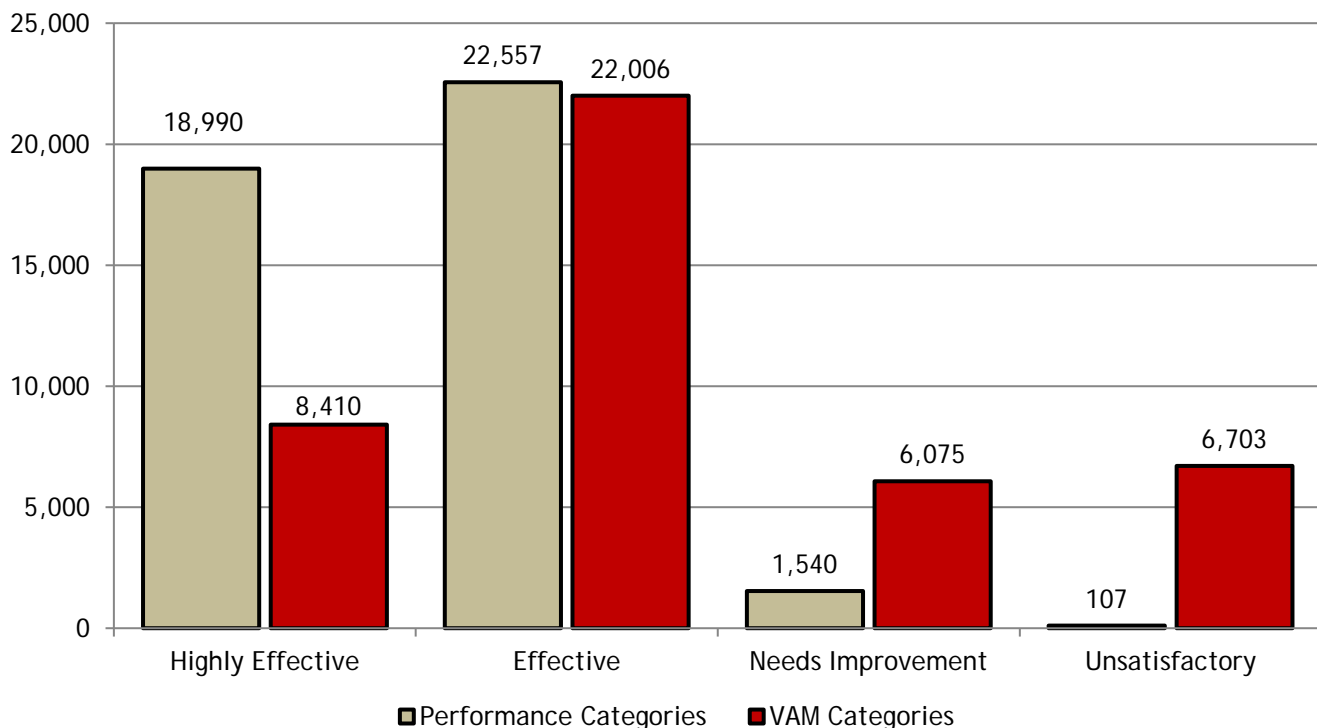
[1] Only teachers who received both a VAM score from the department and an evaluation from their district were included in the graph. In addition, for the purposes of comparisons, the 3 Years – Developing performance evaluation category was combined with the Needs Improvement category.

Comparison of VAM Classification and Performance Evaluation Category Distributions by School Grade

While the results in Exhibit 3 show differences in the proportion of teachers within rating categories between the VAM classification and the final performance evaluation rating, both show differentiation among teacher performance levels that correlates with the school grade. For example, the percentage of teachers at A schools who were identified as Highly Effective is substantially higher than the percentage of teachers at F schools who were identified as Highly Effective using both measures. Similarly, the percentage of teachers identified as Unsatisfactory increases as the school grade decreases. This is the type of relationship that you would expect to see between measures of school performance and measures of teacher performance within those schools.

Exhibit 3: School Grades Correlate with the Percentage of Teachers Rated as Highly Effective Based on Both the VAM Classification Methodology and the Final Performance Evaluation Rating

School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating*	VAM Classification	Performance Rating	
A	33.3%	61.5%	49.6%	37.2%	9.3%	1.1%	7.8%	0.1%	9,859
B	21.3%	49.2%	53.5%	48.2%	12.4%	2.4%	12.9%	0.1%	10,746
C	14.3%	35.5%	51.6%	59.7%	15.7%	4.5%	18.3%	0.3%	16,743
D	7.5%	27.2%	46.0%	65.1%	20.5%	7.0%	26.0%	0.7%	4,014
F	3.1%	17.7%	39.8%	69.8%	21.9%	11.1%	35.2%	1.4%	648
Unavailable	10.7%	40.1%	51.9%	54.3%	19.3%	5.2%	18.1%	0.3%	1,184
Overall	19.5%	44.0%	50.9%	52.2%	14.1%	3.6%	15.5%	0.2%	43,194

* Includes teachers who received a performance evaluation rating of 3 Years - Developing

In order to examine the equitable access to high-quality teachers, VAM and overall performance ratings were grouped into two categories 1) Highly Effective and Effective or 2) Needs Improvement, 3 Years – Developing and Unsatisfactory. Exhibit 4 shows the percentage of teachers in these two groups at A, B, C, D, and F schools. Exhibit 4 shows only a slight decline in the proportion of Highly Effective and Effective teachers based on performance ratings from 98.7% at A schools to 87.5% at F schools. However, when looking at the availability of high-quality teachers, as measured by VAM classification, the difference is much more pronounced across school grades. Compared to the performance evaluation results shown, there is a much more dramatic decline in the availability of Highly Effective and Effective teachers from 82.9% at A schools to 42.9% at F schools. Based on either measure, the department's VAM classification or districts' performance evaluations, students at better-performing schools seem to have greater access to high-quality teachers than students at lower-performing schools.

Exhibit 4: Students at High-Quality Schools Have Greater Access to High-Performing Teachers Whether Performance is Measured by VAM or by the Overall Evaluation
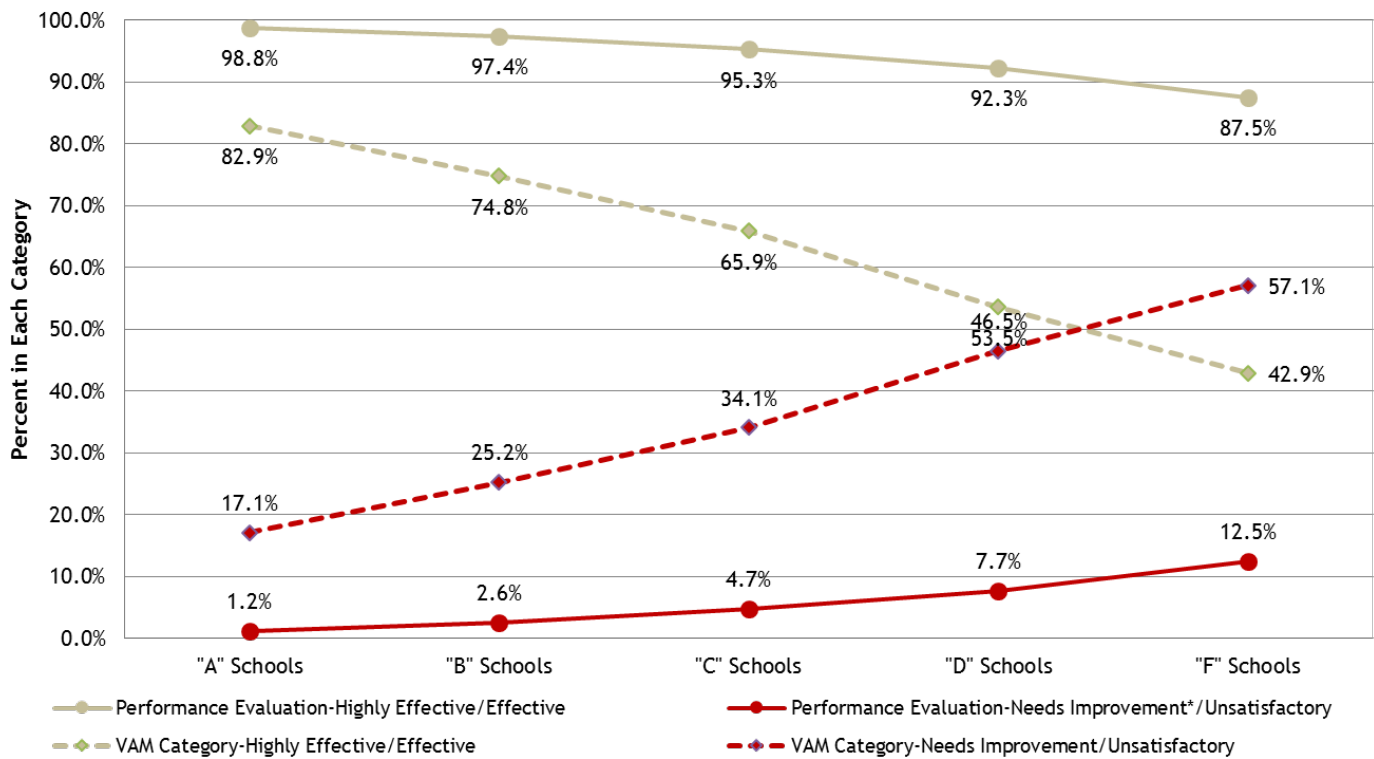
Summary Statistics of VAM Scores by Performance Evaluation Rating Category

Overall, mean VAM scores show a pattern consistent with expectations that the higher the performance rating, the higher the average VAM score. In addition, the VAM score range is wider in the higher ratings than it is for the lower ratings, which may be a reflection of some districts' resistance to using the lower two categories for any of their teachers. These findings reinforce the importance of using multiple measures in teacher evaluations and demonstrate how VAM scores are particularly effective at identifying teachers at each end of the effectiveness distribution with respect to student learning growth.

This section includes statewide summary statistics and associated graphs of three-year aggregate-combined VAM scores, which are a combination of teachers' VAM scores across both Mathematics and English Language Arts over the years for which they have data across a three year period, at least one of which was during the 2015-2016 school year. The combined VAM scores of teachers who only teach courses associated with one subject are equal to their subject-specific VAM scores, so the use of the three-year combined-aggregate score is appropriate even in cases where the teacher does not teach both English language arts and mathematics. Teachers who teach at multiple schools within a district were included only once in this analysis. Exhibit 5 shows the summary statistics of three-year aggregate-combined VAM scores of teachers in each performance evaluation rating category.

Exhibit 5: Although the Average VAM Score Generally Increases as the Final Performance Rating Increases, Some Teachers Received an Overall Performance Rating of Highly Effective Even Though They Had Very Low VAM Scores

Performance Evaluation Rating Category	Number of Teachers	Average VAM Score	Minimum VAM Score	Maximum VAM Score	Standard Deviation
Highly Effective	18,990	0.182	-2.477	4.759	0.375
Effective	22,557	-0.098	-3.460	2.299	0.341
Needs Improvement	1,013	-0.474	-3.807	0.972	0.411
3 Years - Developing	527	-0.485	-3.310	1.427	0.456
Unsatisfactory	107	-0.397	-1.748	1.178	0.362
Overall	43,194	0.011	-3.807	4.759	0.397

Note: Only classroom teachers who received an evaluation from their district and who received a three year aggregate combined FSA VAM score from FDOE with a representation of at least 10 student scores are included.

Several patterns are visible in the summary statistics shown in Exhibit 5. First, the average VAM score generally increases as the performance evaluation rating category increases. Second, the minimum and maximum VAM score in each performance evaluation rating category indicate overlapping VAM score ranges across all rating categories. However, since teacher evaluations are comprised of multiple measures including[2] student performance measures and instructional practice scores, and student performance measures can be comprised of more than just VAM data, some degree of overlap among the range of VAM scores among evaluation categories is to be expected.

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[2] Section 1012.34(3)(a), F.S., requires at least one-third of a teacher's annual evaluation to be based upon data and indicators of student learning growth or achievement and at least one-third to be based on instructional practice.

Section 4: Data reported under Section 1012.341, F.S.

Hillsborough County school district provided the attestation required by section 1012.341, F.S., which is provided below.

School Board
Cindy Stuart, Chair
Sally A. Harris, Vice Chair
Lynn L. Gray
April Griffin
Tamara P. Shamburger
Melissa Snively
Susan L. Valdes

Hillsborough County
PUBLIC SCHOOLS
Preparing Students for Life

Superintendent of Schools
Jeff Eakins

January 31, 2017

Pam Stewart
Commissioner of Education
Florida Department of Education
325 West Gaines Street
Tallahassee, Florida 32399-0400

Dear Commissioner Stewart:

As required by Florida Statute 1012.34(2), Hillsborough County Public Schools has complied with the following:

(a) The instructional personnel and school administrator evaluation systems base 40 percent of an employee's evaluation upon student performance.

(b) The instructional personnel and school administrator evaluation systems adopt the Commissioner of Education's student learning growth formula for statewide assessments as provided under s. 1012.34(7).

(c) The school district's instructional personnel and school administrator compensation system awards salary increases based upon sustained student performance.

(d) The school district's contract system awards instructional personnel and school administrators based upon student performance and removes ineffective employees.

Sincerely,

Jeff Eakins
Superintendent

Raymond O. Shelton School Administrative Center • 901 East Kennedy Boulevard • Tampa, Florida 33602-3507
Office: Phone: 813-272-4143 • SUNCOM 547-4148 • School District Information 813-272-4000 • Fax: 813-272-4855
P.O. Box 3408 • Tampa, FL 33601-3408 • Web Site: www.sdhc.k12.fl.us

Appendix A: Evaluation Results – Classroom Teachers

District Number	District Name	2015-2016 Personnel Evaluations, Percent of Those with an Evaluation, Classroom Teachers										Number Not Evaluated	Percent Not Evaluated	Total
		Highly Effective		Effective		Needs Improvement		3 Years - Developing		Unsatisfactory				
		N	%	N	%	N	%	N	%	N	%			
01	ALACHUA	1,396	83.0%	265	15.8%	19	1.1%	0	0.0%	1	0.1%	112	6.2%	1,793
02	BAKER	194	64.7%	94	31.3%	10	3.3%	2	0.7%	0	0.0%	18	5.7%	318
03	BAY	960	56.1%	729	42.6%	14	0.8%	4	0.2%	3	0.2%	288	14.4%	1,998
04	BRADFORD	22	10.8%	164	80.8%	17	8.4%	0	0.0%	0	0.0%	53	20.7%	256
05	BREVARD	3,731	83.1%	742	16.5%	9	0.2%	7	0.2%	1	0.0%	370	7.6%	4,860
06	BROWARD	2,656	18.3%	11,645	80.3%	188	1.3%	5	0.0%	8	0.1%	3,005	17.2%	17,507
07	CALHOUN	26	19.4%	107	79.9%	1	0.7%	0	0.0%	0	0.0%	30	18.3%	164
08	CHARLOTTE	301	31.2%	636	65.9%	27	2.8%	0	0.0%	1	0.1%	72	6.9%	1,037
09	CITRUS	671	72.6%	242	26.2%	4	0.4%	7	0.8%	0	0.0%	179	16.2%	1,103
10	CLAY	2,119	84.3%	391	15.6%	2	0.1%	0	0.0%	1	0.0%	60	2.3%	2,573
11	COLLIER	703	22.3%	2,429	77.1%	11	0.3%	6	0.2%	1	0.0%	37	1.2%	3,187
12	COLUMBIA	339	53.4%	269	42.4%	27	4.3%	0	0.0%	0	0.0%	59	8.5%	694
13	DADE	6,170	32.6%	12,356	65.4%	253	1.3%	109	0.6%	15	0.1%	3,698	16.4%	22,601
14	DESOTO	196	68.1%	91	31.6%	0	0.0%	1	0.3%	0	0.0%	33	10.3%	321
15	DIXIE	6	4.4%	130	95.6%	0	0.0%	0	0.0%	0	0.0%	2	1.4%	138
16	DUVAL	1,729	23.4%	5,257	71.1%	194	2.6%	209	2.8%	5	0.1%	807	9.8%	8,201
17	ESCAMBIA	1,010	38.5%	1,437	54.8%	86	3.3%	51	1.9%	36	1.4%	276	9.5%	2,896
18	FLAGLER	502	72.0%	184	26.4%	9	1.3%	2	0.3%	0	0.0%	73	9.5%	770
19	FRANKLIN	7	10.4%	56	83.6%	3	4.5%	1	1.5%	0	0.0%	19	22.1%	86
20	GADSDEN	73	19.9%	216	59.0%	71	19.4%	4	1.1%	2	0.5%	106	22.5%	472
21	GILCHRIST	97	63.4%	51	33.3%	0	0.0%	0	0.0%	5	3.3%	9	5.6%	162
22	GLADES	46	35.1%	82	62.6%	3	2.3%	0	0.0%	0	0.0%	14	9.7%	145
23	GULF	37	33.6%	73	66.4%	0	0.0%	0	0.0%	0	0.0%	7	6.0%	117
24	HAMILTON	44	42.7%	55	53.4%	3	2.9%	1	1.0%	0	0.0%	16	13.4%	119
25	HARDEE	103	29.2%	233	66.0%	10	2.8%	7	2.0%	0	0.0%	0	0.0%	353
26	HENDRY	241	57.8%	156	37.4%	5	1.2%	12	2.9%	3	0.7%	47	10.1%	464
27	HERNANDO	919	64.4%	507	35.5%	2	0.1%	0	0.0%	0	0.0%	132	8.5%	1,560
28	HIGHLANDS	223	28.5%	532	68.0%	9	1.2%	18	2.3%	0	0.0%	63	7.5%	845
29	HILLSBOROUGH	7,646	54.8%	5,958	42.7%	210	1.5%	34	0.2%	103	0.7%	2,190	13.6%	16,141
30	HOLMES	103	48.6%	99	46.7%	10	4.7%	0	0.0%	0	0.0%	26	10.9%	238
31	INDIAN RIVER	602	60.3%	358	35.9%	24	2.4%	13	1.3%	1	0.1%	135	11.9%	1,133
32	JACKSON	35	8.0%	366	83.6%	30	6.8%	7	1.6%	0	0.0%	61	12.2%	499
33	JEFFERSON	8	11.8%	58	85.3%	2	2.9%	0	0.0%	0	0.0%	13	16.0%	81
34	LAFAYETTE	59	85.5%	10	14.5%	0	0.0%	0	0.0%	0	0.0%	2	2.8%	71
35	LAKE	596	21.0%	2,095	73.8%	97	3.4%	50	1.8%	0	0.0%	545	16.1%	3,383
36	LEE	1,737	32.7%	3,495	65.9%	23	0.4%	34	0.6%	17	0.3%	525	9.0%	5,831
37	LEON	1,264	63.2%	713	35.7%	15	0.8%	7	0.4%	0	0.0%	369	15.6%	2,368
38	LEVY	98	30.2%	200	61.7%	12	3.7%	14	4.3%	0	0.0%	46	12.4%	370

| District Number | District Name | 2015-2016 Personnel Evaluations, Percent of Those with an Evaluation, Classroom Teachers | | | | | | | | | | Number Not Eval-uated | Percent Not Eval-uated | Total |
| | | Highly Effective | | Effective | | Needs Improvement | | 3 Years - Developing | | Unsatisfactory | | | | |
		N	%	N	%	N	%	N	%	N	%			
39	LIBERTY	83	90.2%	9	9.8%	0	0.0%	0	0.0%	0	0.0%	6	6.1%	98
40	MADISON	35	24.5%	84	58.7%	14	9.8%	0	0.0%	10	7.0%	72	33.5%	215
41	MANATEE	1,443	48.1%	1,502	50.0%	14	0.5%	34	1.1%	9	0.3%	269	8.2%	3,271
42	MARION	523	20.4%	2,030	79.3%	6	0.2%	0	0.0%	0	0.0%	449	14.9%	3,008
43	MARTIN	718	62.3%	388	33.7%	41	3.6%	0	0.0%	6	0.5%	141	10.9%	1,294
44	MONROE	354	69.5%	152	29.9%	3	0.6%	0	0.0%	0	0.0%	38	6.9%	547
45	NASSAU	428	68.4%	197	31.5%	1	0.2%	0	0.0%	0	0.0%	105	14.4%	731
46	OKALOOSA	1,780	97.6%	42	2.3%	0	0.0%	0	0.0%	1	0.1%	103	5.3%	1,926
47	OKEECHOBEE	78	20.4%	269	70.2%	11	2.9%	25	6.5%	0	0.0%	46	10.7%	429
48	ORANGE	8,379	75.2%	2,577	23.1%	94	0.8%	95	0.9%	0	0.0%	1,236	10.0%	12,381
49	OSCEOLA	735	21.5%	2,573	75.4%	50	1.5%	31	0.9%	22	0.6%	450	11.7%	3,861
50	PALM BEACH	5,934	50.4%	5,779	49.1%	18	0.2%	43	0.4%	1	0.0%	1,428	10.8%	13,203
51	PASCO	3,456	75.2%	1,093	23.8%	46	1.0%	0	0.0%	1	0.0%	737	13.8%	5,333
52	PINELLAS	627	10.3%	4,978	81.8%	241	4.0%	237	3.9%	6	0.1%	1,482	19.6%	7,571
53	POLK	1,768	36.5%	3,059	63.2%	8	0.2%	5	0.1%	0	0.0%	1,762	26.7%	6,602
54	PUTNAM	6	1.0%	620	99.0%	0	0.0%	0	0.0%	0	0.0%	37	5.6%	663
55	ST. JOHNS	1,273	60.2%	839	39.7%	4	0.2%	0	0.0%	0	0.0%	104	4.7%	2,220
56	ST. LUCIE	1,629	73.5%	573	25.9%	7	0.3%	3	0.1%	4	0.2%	359	13.9%	2,575
57	SANTA ROSA	1,315	77.0%	391	22.9%	1	0.1%	0	0.0%	0	0.0%	279	14.0%	1,986
58	SARASOTA	1,677	58.4%	1,168	40.6%	12	0.4%	17	0.6%	0	0.0%	634	18.1%	3,508
59	SEMINOLE	3,085	78.4%	824	21.0%	19	0.5%	5	0.1%	0	0.0%	689	14.9%	4,622
60	SUMTER	240	45.5%	271	51.4%	5	0.9%	8	1.5%	3	0.6%	70	11.7%	597
61	SUWANNEE	230	64.6%	125	35.1%	1	0.3%	0	0.0%	0	0.0%	72	16.8%	428
62	TAYLOR	52	28.4%	128	69.9%	0	0.0%	3	1.6%	0	0.0%	28	13.3%	211
63	UNION	115	71.0%	47	29.0%	0	0.0%	0	0.0%	0	0.0%	11	6.4%	173
64	VOLUSIA	1,130	27.5%	2,864	69.7%	40	1.0%	77	1.9%	0	0.0%	546	11.7%	4,657
65	WAKULLA	173	59.7%	115	39.7%	1	0.3%	0	0.0%	1	0.3%	47	13.9%	337
66	WALTON	331	70.3%	138	29.3%	1	0.2%	1	0.2%	0	0.0%	148	23.9%	619
67	WASHINGTON	82	33.7%	151	62.1%	9	3.7%	0	0.0%	1	0.4%	55	18.5%	298
68	FSDB	73	63.5%	38	33.0%	1	0.9%	1	0.9%	2	1.7%	17	12.9%	132
69	WASHINGTON SPECIAL	3	30.0%	6	60.0%	1	10.0%	0	0.0%	0	0.0%	1	9.1%	11
71	FL VIRTUAL	1,227	81.4%	279	18.5%	0	0.0%	1	0.1%	0	0.0%	144	8.7%	1,651
72	FAU LAB SCHOOL	85	72.0%	33	28.0%	0	0.0%	0	0.0%	0	0.0%	33	21.9%	151
73	FSU LAB SCHOOL	7	6.7%	92	87.6%	6	5.7%	0	0.0%	0	0.0%	56	34.8%	161
74	FAMU LAB SCHOOL	24	68.6%	8	22.9%	1	2.9%	2	5.7%	0	0.0%	4	10.3%	39
75	UF LAB SCHOOL	54	90.0%	6	10.0%	0	0.0%	0	0.0%	0	0.0%	9	13.0%	69
	STATEWIDE TOTAL	75,821	45.9%	85,929	52.0%	2,056	1.2%	1,193	0.7%	270	0.2%	25,164	13.2%	190,433

Appendix B: Evaluation Results – Other Instructional Personnel

District Number	District Name	2015-2016 Personnel Evaluations, Percent of Those with an Evaluation, Other Instructional Personnel										Number Not Eval-uated	Percent Not Eval-uated	Total
		Highly Effective		Effective		Needs Improvement		3 Years - Developing		Unsatisfactory				
		N	%	N	%	N	%	N	%	N	%			
01	ALACHUA	163	72.8%	58	25.9%	1	0.4%	0	0.0%	2	0.9%	108	32.5%	332
02	BAKER	33	94.3%	2	5.7%	0	0.0%	0	0.0%	0	0.0%	9	20.5%	44
03	BAY	215	83.7%	42	16.3%	0	0.0%	0	0.0%	0	0.0%	16	5.9%	273
04	BRADFORD	4	17.4%	19	82.6%	0	0.0%	0	0.0%	0	0.0%	1	4.2%	24
05	BREVARD	556	94.2%	34	5.8%	0	0.0%	0	0.0%	0	0.0%	204	25.7%	794
06	BROWARD	560	35.8%	1,002	64.1%	2	0.1%	0	0.0%	0	0.0%	200	11.3%	1,764
07	CALHOUN	3	20.0%	12	80.0%	0	0.0%	0	0.0%	0	0.0%	5	25.0%	20
08	CHARLOTTE	91	67.9%	37	27.6%	6	4.5%	0	0.0%	0	0.0%	23	14.6%	157
09	CITRUS	103	83.7%	20	16.3%	0	0.0%	0	0.0%	0	0.0%	22	15.2%	145
10	CLAY	288	91.7%	25	8.0%	1	0.3%	0	0.0%	0	0.0%	74	19.1%	388
11	COLLIER	117	33.0%	238	67.0%	0	0.0%	0	0.0%	0	0.0%	2	0.6%	357
12	COLUMBIA	62	84.9%	11	15.1%	0	0.0%	0	0.0%	0	0.0%	43	37.1%	116
13	DADE	912	49.1%	943	50.7%	3	0.2%	1	0.1%	0	0.0%	678	26.7%	2,537
14	DESOTO	14	87.5%	2	12.5%	0	0.0%	0	0.0%	0	0.0%	41	71.9%	57
15	DIXIE	0	0.0%	15	100.0%	0	0.0%	0	0.0%	0	0.0%	16	51.6%	31
16	DUVAL	36	3.6%	952	95.2%	9	0.9%	3	0.3%	0	0.0%	200	16.7%	1,200
17	ESCAMBIA	223	62.6%	126	35.4%	5	1.4%	1	0.3%	1	0.3%	108	23.3%	464
18	FLAGLER	92	87.6%	12	11.4%	1	1.0%	0	0.0%	0	0.0%	40	27.6%	145
19	FRANKLIN	0	0.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%	13	76.5%	17
20	GADSDEN	9	18.0%	33	66.0%	8	16.0%	0	0.0%	0	0.0%	56	52.8%	106
21	GILCHRIST	17	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	17
22	GLADES	6	85.7%	1	14.3%	0	0.0%	0	0.0%	0	0.0%	9	56.3%	16
23	GULF	13	61.9%	8	38.1%	0	0.0%	0	0.0%	0	0.0%	9	30.0%	30
24	HAMILTON	8	32.0%	17	68.0%	0	0.0%	0	0.0%	0	0.0%	8	24.2%	33
25	HARDEE	7	17.1%	30	73.2%	4	9.8%	0	0.0%	0	0.0%	2	4.7%	43
26	HENDRY	36	78.3%	10	21.7%	0	0.0%	0	0.0%	0	0.0%	22	32.4%	68
27	HERNANDO	131	87.9%	18	12.1%	0	0.0%	0	0.0%	0	0.0%	67	31.0%	216
28	HIGHLANDS	53	64.6%	29	35.4%	0	0.0%	0	0.0%	0	0.0%	60	42.3%	142
29	HILLSBOROUGH	969	58.5%	659	39.8%	19	1.1%	1	0.1%	9	0.5%	990	37.4%	2,647
30	HOLMES	13	59.1%	9	40.9%	0	0.0%	0	0.0%	0	0.0%	2	8.3%	24
31	INDIAN RIVER	31	39.2%	45	57.0%	1	1.3%	2	2.5%	0	0.0%	117	59.7%	196
32	JACKSON	2	4.3%	45	95.7%	0	0.0%	0	0.0%	0	0.0%	10	17.5%	57
33	JEFFERSON	2	25.0%	6	75.0%	0	0.0%	0	0.0%	0	0.0%	17	68.0%	25
34	LAFAYETTE	*	--	*	--	*	--	*	--	*	--	0	0.0%	9
35	LAKE	194	36.0%	334	62.0%	8	1.5%	3	0.6%	0	0.0%	118	18.0%	657
36	LEE	317	50.8%	306	49.0%	1	0.2%	0	0.0%	0	0.0%	101	13.9%	725
37	LEON	254	80.1%	63	19.9%	0	0.0%	0	0.0%	0	0.0%	55	14.8%	372
38	LEVY	16	43.2%	20	54.1%	1	2.7%	0	0.0%	0	0.0%	11	22.9%	48

District Number	District Name	2015-2016 Personnel Evaluations, Percent of Those with an Evaluation, Other Instructional Personnel										Number Not Eval-uated	Percent Not Eval-uated	Total
		Highly Effective		Effective		Needs Improvement		3 Years - Developing		Unsatisfactory				
		N	%	N	%	N	%	N	%	N	%			
39	LIBERTY	11	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	31.3%	16
40	MADISON	2	15.4%	11	84.6%	0	0.0%	0	0.0%	0	0.0%	9	40.9%	22
41	MANATEE	110	39.0%	170	60.3%	0	0.0%	2	0.7%	0	0.0%	140	33.2%	422
42	MARION	79	24.0%	249	75.7%	1	0.3%	0	0.0%	0	0.0%	100	23.3%	429
43	MARTIN	124	79.5%	28	17.9%	3	1.9%	0	0.0%	1	0.6%	17	9.8%	173
44	MONROE	51	89.5%	6	10.5%	0	0.0%	0	0.0%	0	0.0%	20	26.0%	77
45	NASSAU	73	97.3%	2	2.7%	0	0.0%	0	0.0%	0	0.0%	70	48.3%	145
46	OKALOOSA	136	96.5%	5	3.5%	0	0.0%	0	0.0%	0	0.0%	108	43.4%	249
47	OKEECHOBEE	10	20.4%	39	79.6%	0	0.0%	0	0.0%	0	0.0%	18	26.9%	67
48	ORANGE	2,127	93.0%	159	7.0%	1	0.0%	0	0.0%	0	0.0%	747	24.6%	3,034
49	OSCEOLA	310	64.4%	143	29.7%	23	4.8%	0	0.0%	5	1.0%	175	26.7%	656
50	PALM BEACH	1,000	79.9%	245	19.6%	6	0.5%	0	0.0%	0	0.0%	616	33.0%	1,867
51	PASCO	368	73.2%	132	26.2%	2	0.4%	0	0.0%	1	0.2%	169	25.1%	672
52	PINELLAS	153	15.9%	801	83.4%	3	0.3%	4	0.4%	0	0.0%	401	29.4%	1,362
54	PUTNAM	9	9.8%	83	90.2%	0	0.0%	0	0.0%	0	0.0%	71	43.6%	163
55	ST. JOHNS	178	79.1%	47	20.9%	0	0.0%	0	0.0%	0	0.0%	156	40.9%	381
56	ST. LUCIE	275	81.8%	61	18.2%	0	0.0%	0	0.0%	0	0.0%	123	26.8%	459
57	SANTA ROSA	142	82.1%	31	17.9%	0	0.0%	0	0.0%	0	0.0%	47	21.4%	220
58	SARASOTA	226	85.3%	39	14.7%	0	0.0%	0	0.0%	0	0.0%	32	10.8%	297
59	SEMINOLE	236	87.4%	33	12.2%	1	0.4%	0	0.0%	0	0.0%	124	31.5%	394
60	SUMTER	45	60.0%	30	40.0%	0	0.0%	0	0.0%	0	0.0%	10	11.8%	85
61	SUWANNEE	27	73.0%	10	27.0%	0	0.0%	0	0.0%	0	0.0%	30	44.8%	67
62	TAYLOR	3	15.0%	17	85.0%	0	0.0%	0	0.0%	0	0.0%	7	25.9%	27
63	UNION	18	94.7%	1	5.3%	0	0.0%	0	0.0%	0	0.0%	1	5.0%	20
64	VOLUSIA	243	51.7%	225	47.9%	1	0.2%	1	0.2%	0	0.0%	98	17.3%	568
65	WAKULLA	28	84.8%	5	15.2%	0	0.0%	0	0.0%	0	0.0%	30	47.6%	63
66	WALTON	42	65.6%	22	34.4%	0	0.0%	0	0.0%	0	0.0%	22	25.6%	86
67	WASHINGTON	8	25.8%	23	74.2%	0	0.0%	0	0.0%	0	0.0%	6	16.2%	37
68	FSDB	0	0.0%	10	66.7%	5	33.3%	0	0.0%	0	0.0%	15	50.0%	30
69	WASHINGTON SPECIAL	*	--	*	--	*	--	*	--	*	--	2	66.7%	3
71	FL VIRTUAL	20	87.0%	3	13.0%	0	0.0%	0	0.0%	0	0.0%	193	89.4%	216
72	FAU LAB SCHOOL	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	81.8%	11
73	FSU LAB SCHOOL	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	8	80.0%	10
74	FAMU LAB SCHOOL	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	13	92.9%	14
75	UF LAB SCHOOL	9	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	17	65.4%	26
	STATEWIDE TOTAL	11,624	59.3%	7,821	39.9%	116	0.6%	18	0.1%	19	0.1%	7,066	26.5%	26,664

Appendix C: Evaluation Results - Administrators

District Number	District Name	2015-2016 Personnel Evaluations, Percent of Those with an Evaluation, Administrative Personnel										Number Not Eval-uated	Percent Not Eval-uated	Total
		Highly Effective		Effective		Needs Improvement		3 Years - Developing		Unsatisfactory				
		N	%	N	%	N	%	N	%	N	%			
01	ALACHUA	53	58.9%	37	41.1%	0	0.0%	0	0.0%	0	0.0%	9	9.1%	99
02	BAKER	12	80.0%	3	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15
03	BAY	71	68.9%	32	31.1%	0	0.0%	0	0.0%	0	0.0%	13	11.2%	116
04	BRADFORD	0	0.0%	8	100.0%	0	0.0%	0	0.0%	0	0.0%	6	42.9%	14
05	BREVARD	143	60.6%	93	39.4%	0	0.0%	0	0.0%	0	0.0%	29	10.9%	265
06	BROWARD	206	27.1%	540	71.1%	14	1.8%	0	0.0%	0	0.0%	41	5.1%	801
07	CALHOUN	*	--	*	--	*	--	*	--	*	--	1	11.1%	9
08	CHARLOTTE	5	10.6%	41	87.2%	0	0.0%	1	2.1%	0	0.0%	11	19.0%	58
09	CITRUS	41	82.0%	9	18.0%	0	0.0%	0	0.0%	0	0.0%	9	15.3%	59
10	CLAY	7	6.2%	106	93.8%	0	0.0%	0	0.0%	0	0.0%	3	2.6%	116
11	COLLIER	85	59.4%	58	40.6%	0	0.0%	0	0.0%	0	0.0%	8	5.3%	151
12	COLUMBIA	19	73.1%	7	26.9%	0	0.0%	0	0.0%	0	0.0%	8	23.5%	34
13	DADE	348	37.9%	499	54.4%	52	5.7%	0	0.0%	18	2.0%	203	18.1%	1,120
14	DESOTO	7	87.5%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	15	65.2%	23
15	DIXIE	*	--	*	--	*	--	*	--	*	--	6	85.7%	7
16	DUVAL	104	30.9%	220	65.3%	13	3.9%	0	0.0%	0	0.0%	104	23.6%	441
17	ESCAMBIA	59	54.6%	49	45.4%	0	0.0%	0	0.0%	0	0.0%	3	2.7%	111
18	FLAGLER	6	17.6%	27	79.4%	1	2.9%	0	0.0%	0	0.0%	4	10.5%	38
19	FRANKLIN	*	--	*	--	*	--	*	--	*	--	1	16.7%	6
20	GADSDEN	7	31.8%	8	36.4%	7	31.8%	0	0.0%	0	0.0%	10	31.3%	32
21	GILCHRIST	10	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	16.7%	12
22	GLADES	*	--	*	--	*	--	*	--	*	--	4	57.1%	7
23	GULF	*	--	*	--	*	--	*	--	*	--	1	20.0%	5
24	HAMILTON	*	--	*	--	*	--	*	--	*	--	0	0.0%	9
25	HARDEE	2	12.5%	13	81.3%	1	6.3%	0	0.0%	0	0.0%	0	0.0%	16
26	HENDRY	4	15.4%	22	84.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	26
27	HERNANDO	24	38.1%	36	57.1%	3	4.8%	0	0.0%	0	0.0%	4	6.0%	67
28	HIGHLANDS	8	19.0%	34	81.0%	0	0.0%	0	0.0%	0	0.0%	3	6.7%	45
29	HILLSBOROUGH	262	35.9%	441	60.4%	22	3.0%	0	0.0%	5	0.7%	78	9.7%	808
30	HOLMES	8	57.1%	6	42.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14
31	INDIAN RIVER	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	60	98.4%	61
32	JACKSON	1	5.6%	17	94.4%	0	0.0%	0	0.0%	0	0.0%	5	21.7%	23
33	JEFFERSON	*	--	*	--	*	--	*	--	*	--	2	40.0%	5
34	LAFAYETTE	*	--	*	--	*	--	*	--	*	--	0	0.0%	4
35	LAKE	39	28.1%	97	69.8%	3	2.2%	0	0.0%	0	0.0%	4	2.8%	143
36	LEE	65	43.9%	80	54.1%	2	1.4%	1	0.7%	0	0.0%	132	47.1%	280
37	LEON	46	40.0%	69	60.0%	0	0.0%	0	0.0%	0	0.0%	20	14.8%	135
38	LEVY	0	0.0%	6	100.0%	0	0.0%	0	0.0%	0	0.0%	19	76.0%	25

District Number	District Name	2015-2016 Personnel Evaluations, Percent of Those with an Evaluation, Administrative Personnel										Number Not Eval-uated	Percent Not Eval-uated	Total
		Highly Effective		Effective		Needs Improvement		3 Years - Developing		Unsatisfactory				
		N	%	N	%	N	%	N	%	N	%			
39	LIBERTY	*	--	*	--	*	--	*	--	*	--	7	100.0%	7
40	MADISON	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	13	92.9%	14
41	MANATEE	33	26.8%	82	66.7%	8	6.5%	0	0.0%	0	0.0%	44	26.3%	167
42	MARION	33	22.1%	115	77.2%	1	0.7%	0	0.0%	0	0.0%	19	11.3%	168
43	MARTIN	17	30.4%	39	69.6%	0	0.0%	0	0.0%	0	0.0%	3	5.1%	59
44	MONROE	1	4.0%	24	96.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	25
45	NASSAU	27	90.0%	3	10.0%	0	0.0%	0	0.0%	0	0.0%	4	11.8%	34
46	OKALOOSA	38	97.4%	1	2.6%	0	0.0%	0	0.0%	0	0.0%	57	59.4%	96
47	OKEECHOBEE	0	0.0%	6	100.0%	0	0.0%	0	0.0%	0	0.0%	16	72.7%	22
48	ORANGE	72	14.4%	327	65.5%	97	19.4%	0	0.0%	3	0.6%	39	7.2%	538
49	OSCEOLA	24	18.0%	104	78.2%	4	3.0%	1	0.8%	0	0.0%	26	16.4%	159
50	PALM BEACH	351	78.3%	96	21.4%	0	0.0%	1	0.2%	0	0.0%	203	31.2%	651
51	PASCO	0	0.0%	201	97.1%	3	1.4%	0	0.0%	3	1.4%	55	21.0%	262
52	PINELLAS	13	4.3%	275	90.2%	15	4.9%	2	0.7%	0	0.0%	61	16.7%	366
53	POLK	39	16.8%	193	83.2%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	233
54	PUTNAM	8	21.6%	29	78.4%	0	0.0%	0	0.0%	0	0.0%	3	7.5%	40
55	ST. JOHNS	0	--	0	--	0	--	0	--	0	--	100	100.0%	100
56	ST. LUCIE	5	83.3%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	104	94.5%	110
57	SANTA ROSA	41	57.7%	30	42.3%	0	0.0%	0	0.0%	0	0.0%	8	10.1%	79
58	SARASOTA	76	67.9%	35	31.3%	1	0.9%	0	0.0%	0	0.0%	20	15.2%	132
59	SEMINOLE	129	80.6%	31	19.4%	0	0.0%	0	0.0%	0	0.0%	19	10.6%	179
60	SUMTER	4	19.0%	17	81.0%	0	0.0%	0	0.0%	0	0.0%	3	12.5%	24
61	SUWANNEE	4	19.0%	17	81.0%	0	0.0%	0	0.0%	0	0.0%	1	4.5%	22
62	TAYLOR	0	0.0%	10	100.0%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	11
63	UNION	*	--	*	--	*	--	*	--	*	--	5	100.0%	5
64	VOLUSIA	41	21.6%	149	78.4%	0	0.0%	0	0.0%	0	0.0%	42	18.1%	232
65	WAKULLA	2	11.1%	16	88.9%	0	0.0%	0	0.0%	0	0.0%	1	5.3%	19
66	WALTON	9	45.0%	9	45.0%	2	10.0%	0	0.0%	0	0.0%	4	16.7%	24
67	WASHINGTON	1	8.3%	11	91.7%	0	0.0%	0	0.0%	0	0.0%	1	7.7%	13
68	FSDB	0	--	0	--	0	--	0	--	0	--	10	100.0%	10
69	WASHINGTON SPECIAL	*	--	*	--	*	--	*	--	*	--	0	0.0%	2
71	FL VIRTUAL	37	82.2%	8	17.8%	0	0.0%	0	0.0%	0	0.0%	20	30.8%	65
72	FAU LAB SCHOOL	*	--	*	--	*	--	*	--	*	--	7	87.5%	8
73	FSU LAB SCHOOL	*	--	*	--	*	--	*	--	*	--	5	83.3%	6
74	FAMU LAB SCHOOL	*	--	*	--	*	--	*	--	*	--	3	100.0%	3
75	UF LAB SCHOOL	*	--	*	--	*	--	*	--	*	--	4	100.0%	4
	STATEWIDE TOTAL	2,658	36.1%	4,419	60.0%	249	3.4%	7	0.1%	29	0.4%	1,727	19.0%	9,089

Appendix D: Three-Year Aggregate ELA VAM Score Ranges by Performance Rating Category Statewide

Performance Evaluation Category	Number of Teachers	Minimum VAM Score	Maximum VAM Score	Average VAM Score Mean	Standard Deviation
Highly Effective	15,809	-2.868	4.366	0.123	0.330
Effective	18,710	-3.460	2.299	-0.073	0.301
Needs Improvement	772	-2.744	0.852	-0.352	0.327
3 Years - Developing	411	-2.052	0.728	-0.371	0.361
Unsatisfactory	82	-1.334	1.178	-0.288	0.363
Overall	**35,784**	**-3.460**	**4.366**	**0.004**	**0.337**

Appendix E: Three-Year Aggregate Mathematics VAM Score Ranges by Performance Rating Category Statewide

Performance Evaluation Category	Number of Teachers	Minimum VAM Score	Maximum VAM Score	Average VAM Score Mean	Standard Deviation
Highly Effective	11,313	-2.310	4.759	0.239	0.477
Effective	13,289	-5.855	3.318	-0.121	0.448
Needs Improvement	595	-4.728	1.855	-0.572	0.550
3 Years - Developing	321	-3.625	1.427	-0.580	0.602
Unsatisfactory	68	-1.748	0.252	-0.541	0.415
Overall	**25,586**	**-5.855**	**4.759**	**0.021**	**0.512**

Appendix F: Number and Percentage of Classroom Teachers with Each Gap Size between Performance Evaluation Category and VAM Classification Category by District

District ID	District Name	Gap Size (VAM - TE)														Total
		-3		-2		-1		0		1		2		3		
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	
1	Alachua	0	0.0%	76	15.4%	312	63.3%	105	21.3%	0	0.0%	0	0.0%	0	0.0%	493
2	Baker	1	1.3%	20	25.3%	32	40.5%	26	32.9%	0	0.0%	0	0.0%	0	0.0%	79
3	Bay	1	0.2%	79	17.2%	184	40.1%	193	42.0%	2	0.4%	0	0.0%	0	0.0%	459
4	Bradford	0	0.0%	6	14.3%	8	19.0%	25	59.5%	3	7.1%	0	0.0%	0	0.0%	42
5	Brevard	99	8.2%	175	14.5%	498	41.1%	423	34.9%	15	1.2%	1	0.1%	0	0.0%	1,211
6	Broward	20	0.5%	550	14.5%	733	19.4%	2,024	53.5%	452	11.9%	4	0.1%	0	0.0%	3,783
7	Calhoun	0	0.0%	6	15.0%	10	25.0%	24	60.0%	0	0.0%	0	0.0%	0	0.0%	40
8	Charlotte	1	0.4%	30	12.7%	60	25.4%	129	54.7%	16	6.8%	0	0.0%	0	0.0%	236
9	Citrus	12	4.6%	46	17.6%	130	49.6%	71	27.1%	3	1.1%	0	0.0%	0	0.0%	262
10	Clay	94	14.8%	90	14.2%	272	43.0%	169	26.7%	8	1.3%	0	0.0%	0	0.0%	633
11	Collier	1	0.1%	57	6.2%	192	20.9%	640	69.8%	27	2.9%	0	0.0%	0	0.0%	917
12	Columbia	0	0.0%	10	6.3%	69	43.7%	74	46.8%	5	3.2%	0	0.0%	0	0.0%	158
13	Dade	6	0.1%	715	13.7%	1,701	32.6%	2,702	51.8%	97	1.9%	0	0.0%	0	0.0%	5,221
14	DeSoto	3	4.1%	23	31.5%	23	31.5%	24	32.9%	0	0.0%	0	0.0%	0	0.0%	73
15	Dixie	0	0.0%	5	13.2%	7	18.4%	19	50.0%	7	18.4%	0	0.0%	0	0.0%	38
16	Duval	4	0.2%	166	8.8%	767	40.8%	893	47.6%	48	2.6%	0	0.0%	0	0.0%	1,878
17	Escambia	4	0.6%	104	16.8%	284	46.0%	199	32.2%	26	4.2%	1	0.2%	0	0.0%	618
18	Flagler	3	1.5%	29	14.4%	84	41.6%	84	41.6%	2	1.0%	0	0.0%	0	0.0%	202
19	Franklin	0	0.0%	2	11.1%	3	16.7%	13	72.2%	0	0.0%	0	0.0%	0	0.0%	18
20	Gadsden	5	5.3%	14	14.7%	23	24.2%	48	50.5%	4	4.2%	1	1.1%	0	0.0%	95
21	Gilchrist	0	0.0%	3	6.4%	33	70.2%	11	23.4%	0	0.0%	0	0.0%	0	0.0%	47
22	Glades	0	0.0%	6	15.4%	12	30.8%	20	51.3%	1	2.6%	0	0.0%	0	0.0%	39
23	Gulf	0	0.0%	4	11.1%	3	8.3%	28	77.8%	1	2.8%	0	0.0%	0	0.0%	36
24	Hamilton	0	0.0%	16	61.5%	6	23.1%	3	11.5%	1	3.8%	0	0.0%	0	0.0%	26
25	Hardee	0	0.0%	11	11.0%	43	43.0%	45	45.0%	1	1.0%	0	0.0%	0	0.0%	100
26	Hendry	2	2.1%	11	11.6%	46	48.4%	32	33.7%	4	4.2%	0	0.0%	0	0.0%	95
27	Hernando	28	6.8%	68	16.5%	144	35.0%	164	39.8%	8	1.9%	0	0.0%	0	0.0%	412
28	Highlands	0	0.0%	12	5.6%	49	22.9%	143	66.8%	10	4.7%	0	0.0%	0	0.0%	214
29	Hillsborough	213	5.8%	559	15.2%	1,565	42.7%	1,239	33.8%	83	2.3%	10	0.3%	0	0.0%	3,669
30	Holmes	0	0.0%	4	6.8%	27	45.8%	28	47.5%	0	0.0%	0	0.0%	0	0.0%	59

District ID	District Name	Gap Size (VAM - TE)														Total
		-3		-2		-1		0		1		2		3		
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	
31	Indian River	3	1.1%	30	11.1%	114	42.2%	114	42.2%	9	3.3%	0	0.0%	0	0.0%	270
32	Jackson	0	0.0%	0	0.0%	47	40.2%	68	58.1%	2	1.7%	0	0.0%	0	0.0%	117
33	Jefferson	0	0.0%	4	25.0%	5	31.3%	6	37.5%	1	6.3%	0	0.0%	0	0.0%	16
34	Lafayette	0	0.0%	1	5.0%	13	65.0%	6	30.0%	0	0.0%	0	0.0%	0	0.0%	20
35	Lake	0	0.0%	54	8.4%	237	36.7%	338	52.4%	16	2.5%	0	0.0%	0	0.0%	645
36	Lee	11	0.8%	228	16.4%	446	32.1%	681	49.0%	22	1.6%	1	0.1%	1	0.1%	1,390
37	Leon	1	0.2%	36	7.6%	144	30.6%	268	56.9%	22	4.7%	0	0.0%	0	0.0%	471
38	Levy	0	0.0%	9	9.7%	33	35.5%	44	47.3%	7	7.5%	0	0.0%	0	0.0%	93
39	Liberty	1	3.8%	5	19.2%	14	53.8%	6	23.1%	0	0.0%	0	0.0%	0	0.0%	26
40	Madison	0	0.0%	7	22.6%	5	16.1%	11	35.5%	7	22.6%	1	3.2%	0	0.0%	31
41	Manatee	7	1.0%	99	13.6%	255	34.9%	346	47.4%	18	2.5%	5	0.7%	0	0.0%	730
42	Marion	3	0.4%	138	20.2%	229	33.5%	294	43.0%	19	2.8%	0	0.0%	0	0.0%	683
43	Martin	3	0.9%	10	2.9%	157	45.8%	168	49.0%	5	1.5%	0	0.0%	0	0.0%	343
44	Monroe	4	3.3%	13	10.7%	56	45.9%	48	39.3%	1	0.8%	0	0.0%	0	0.0%	122
45	Nassau	1	0.5%	22	11.9%	61	33.0%	99	53.5%	2	1.1%	0	0.0%	0	0.0%	185
46	Okaloosa	28	6.0%	59	12.7%	231	49.7%	145	31.2%	2	0.4%	0	0.0%	0	0.0%	465
47	Okeechobee	0	0.0%	17	12.4%	39	28.5%	66	48.2%	14	10.2%	1	0.7%	0	0.0%	137
48	Orange	72	2.6%	407	14.6%	1,545	55.6%	715	25.7%	40	1.4%	0	0.0%	0	0.0%	2,779
49	Osceola	1	0.1%	129	13.1%	170	17.2%	605	61.3%	78	7.9%	3	0.3%	1	0.1%	987
50	Palm Beach	65	2.2%	351	11.8%	932	31.3%	1,488	49.9%	145	4.9%	0	0.0%	0	0.0%	2,981
51	Pasco	57	4.8%	222	18.8%	641	54.1%	258	21.8%	6	0.5%	0	0.0%	0	0.0%	1,184
52	Pinellas	0	0.0%	45	2.8%	460	28.2%	862	52.8%	264	16.2%	1	0.1%	0	0.0%	1,632
53	Polk	11	1.0%	231	20.5%	381	33.8%	479	42.5%	26	2.3%	0	0.0%	0	0.0%	1,128
54	Putnam	0	0.0%	28	18.4%	34	22.4%	64	42.1%	26	17.1%	0	0.0%	0	0.0%	152
55	St. Johns	0	0.0%	41	6.9%	194	32.6%	322	54.1%	38	6.4%	0	0.0%	0	0.0%	595
56	St. Lucie	75	11.2%	93	13.9%	278	41.4%	214	31.9%	11	1.6%	0	0.0%	0	0.0%	671
57	Santa Rosa	2	0.4%	47	10.6%	228	51.2%	166	37.3%	2	0.4%	0	0.0%	0	0.0%	445
58	Sarasota	2	0.3%	71	10.5%	273	40.3%	324	47.8%	8	1.2%	0	0.0%	0	0.0%	678
59	Seminole	36	3.6%	171	17.3%	523	53.0%	248	25.1%	9	0.9%	0	0.0%	0	0.0%	987
60	Sumter	0	0.0%	16	11.8%	47	34.6%	67	49.3%	5	3.7%	1	0.7%	0	0.0%	136
61	Suwannee	7	7.4%	13	13.8%	40	42.6%	28	29.8%	6	6.4%	0	0.0%	0	0.0%	94
62	Taylor	0	0.0%	9	20.0%	22	48.9%	14	31.1%	0	0.0%	0	0.0%	0	0.0%	45
63	Union	0	0.0%	8	14.5%	30	54.5%	17	30.9%	0	0.0%	0	0.0%	0	0.0%	55

District ID	District Name	Gap Size (VAM - TE)														Total
		-3		-2		-1		0		1		2		3		
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	
64	Volusia	9	0.8%	152	12.9%	389	32.9%	536	45.3%	96	8.1%	0	0.0%	0	0.0%	1,182
65	Wakulla	3	3.3%	9	9.8%	39	42.4%	38	41.3%	3	3.3%	0	0.0%	0	0.0%	92
66	Walton	0	0.0%	22	17.3%	72	56.7%	33	26.0%	0	0.0%	0	0.0%	0	0.0%	127
67	Washington	0	0.0%	6	10.5%	27	47.4%	23	40.4%	1	1.8%	0	0.0%	0	0.0%	57
68	FSDB	2	7.4%	4	14.8%	12	44.4%	8	29.6%	1	3.7%	0	0.0%	0	0.0%	27
69	Washington Special	0	0.0%	1	33.3%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3
71	FL Virtual	15	8.4%	46	25.7%	84	46.9%	33	18.4%	1	0.6%	0	0.0%	0	0.0%	179
72	FAU Lab School	1	2.6%	0	0.0%	8	21.1%	28	73.7%	1	2.6%	0	0.0%	0	0.0%	38
73	FSU Lab School	0	0.0%	0	0.0%	8	33.3%	12	50.0%	4	16.7%	0	0.0%	0	0.0%	24
74	FAMU Lab School	0	0.0%	0	0.0%	8	88.9%	1	11.1%	0	0.0%	0	0.0%	0	0.0%	9
75	UF Lab School	2	20.0%	1	10.0%	2	20.0%	4	40.0%	1	10.0%	0	0.0%	0	0.0%	10
99	Statewide	919	2.1%	5,752	13.3%	15,855	36.7%	18,893	43.7%	1,743	4.0%	30	0.1%	2	0.0%	43,194

Appendix G: School Grades Correlate with the Percentage of Teachers Rated as Highly Effective Based on Both the VAM Classification Methodology and the Final Performance Evaluation Rating by District

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating*	VAM Classification	Performance Rating	
State of Florida	A	33.3%	61.5%	49.6%	37.2%	9.3%	1.1%	7.8%	0.1%	9,859
	B	21.3%	49.2%	53.5%	48.2%	12.4%	2.4%	12.9%	0.1%	10,746
	C	14.3%	35.5%	51.6%	59.7%	15.7%	4.5%	18.3%	0.3%	16,743
	D	7.5%	27.2%	46.0%	65.1%	20.5%	7.0%	26.0%	0.7%	4,014
	F	3.1%	17.7%	39.8%	69.8%	21.9%	11.1%	35.2%	1.4%	648
	NA	10.7%	40.1%	51.9%	54.3%	19.3%	5.2%	18.1%	0.3%	1,184
	Overall	**19.5%**	**44.0%**	**50.9%**	**52.2%**	**14.1%**	**3.6%**	**15.5%**	**0.2%**	**43,194**
Alachua	A	30.5%	81.0%	53.3%	19.0%	9.5%	0.0%	6.7%	0.0%	105
	B	16.4%	67.2%	52.8%	29.2%	15.4%	3.6%	15.4%	0.0%	195
	C	12.8%	66.4%	51.2%	32.0%	17.6%	1.6%	18.4%	0.0%	125
	D	7.8%	60.8%	56.9%	35.3%	15.7%	3.9%	19.6%	0.0%	51
	F	0.0%	50.0%	37.5%	50.0%	37.5%	0.0%	25.0%	0.0%	8
	NA	0.0%	33.3%	44.4%	66.7%	55.6%	0.0%	0.0%	0.0%	9
	Overall	**17.0%**	**68.4%**	**52.5%**	**29.4%**	**15.8%**	**2.2%**	**14.6%**	**0.0%**	**493**
Baker	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	19.0%	36.7%	30.4%	51.9%	12.7%	11.4%	38.0%	0.0%	79
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**19.0%**	**36.7%**	**30.4%**	**51.9%**	**12.7%**	**11.4%**	**38.0%**	**0.0%**	**79**
Bay	A	33.6%	56.1%	46.7%	42.1%	11.2%	1.9%	8.4%	0.0%	107
	B	33.8%	59.5%	45.9%	37.8%	8.1%	2.7%	12.2%	0.0%	74
	C	14.8%	43.6%	46.3%	55.0%	15.4%	0.7%	23.5%	0.7%	149
	D	10.4%	32.5%	44.2%	61.0%	24.7%	6.5%	20.8%	0.0%	77
	F	9.1%	22.7%	31.8%	72.7%	13.6%	4.5%	45.5%	0.0%	22
	NA	6.7%	26.7%	23.3%	56.7%	43.3%	13.3%	26.7%	3.3%	30
	Overall	**20.7%**	**45.1%**	**43.8%**	**51.2%**	**16.6%**	**3.3%**	**19.0%**	**0.4%**	**459**
Bradford	A	---	---	---	---	---	---	---	---	0
	B	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2
	C	12.5%	9.4%	46.9%	78.1%	21.9%	12.5%	18.8%	0.0%	32
	D	40.0%	40.0%	40.0%	40.0%	0.0%	20.0%	20.0%	0.0%	5
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	66.7%	100.0%	0.0%	0.0%	33.3%	0.0%	3
	Overall	**14.3%**	**11.9%**	**50.0%**	**76.2%**	**16.7%**	**11.9%**	**19.0%**	**0.0%**	**42**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Brevard	A	38.6%	90.2%	42.9%	9.5%	9.5%	0.3%	9.0%	0.0%	378
	B	29.4%	83.9%	46.9%	15.5%	10.5%	0.6%	13.3%	0.0%	354
	C	20.4%	71.2%	46.6%	27.9%	10.1%	0.9%	23.0%	0.0%	427
	D	18.4%	71.1%	47.4%	28.9%	28.9%	0.0%	5.3%	0.0%	38
	F	---	---	---	---	---	---	---	---	0
	NA	14.3%	78.6%	35.7%	21.4%	14.3%	0.0%	35.7%	0.0%	14
	Overall	**28.6%**	**80.9%**	**45.4%**	**18.5%**	**10.7%**	**0.6%**	**15.4%**	**0.0%**	**1,211**
Broward	A	34.9%	31.0%	48.0%	67.8%	8.2%	1.2%	8.9%	0.0%	912
	B	24.6%	16.9%	51.7%	80.9%	12.0%	2.0%	11.8%	0.1%	944
	C	17.3%	10.7%	46.5%	86.2%	16.2%	3.0%	20.0%	0.1%	1,416
	D	9.6%	4.6%	36.2%	85.4%	21.4%	8.7%	32.8%	1.2%	323
	F	1.2%	4.9%	46.9%	79.0%	17.3%	16.0%	34.6%	0.0%	81
	NA	15.9%	14.0%	49.5%	80.4%	12.1%	5.6%	22.4%	0.0%	107
	Overall	**22.3%**	**16.6%**	**47.4%**	**80.1%**	**13.6%**	**3.1%**	**16.7%**	**0.2%**	**3,783**
Calhoun	A	---	---	---	---	---	---	---	---	0
	B	18.5%	29.6%	59.3%	66.7%	11.1%	3.7%	11.1%	0.0%	27
	C	0.0%	9.1%	45.5%	90.9%	18.2%	0.0%	36.4%	0.0%	11
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2
	Overall	**12.5%**	**22.5%**	**57.5%**	**75.0%**	**12.5%**	**2.5%**	**17.5%**	**0.0%**	**40**
Charlotte	A	37.5%	62.5%	50.0%	37.5%	8.3%	0.0%	4.2%	0.0%	24
	B	19.8%	35.2%	58.2%	63.7%	6.6%	1.1%	15.4%	0.0%	91
	C	21.4%	17.9%	47.0%	74.4%	12.8%	7.7%	18.8%	0.0%	117
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	25.0%	100.0%	50.0%	0.0%	25.0%	0.0%	4
	Overall	**22.0%**	**28.8%**	**51.3%**	**66.9%**	**10.6%**	**4.2%**	**16.1%**	**0.0%**	**236**
Citrus	A	37.8%	83.8%	51.4%	16.2%	10.8%	0.0%	0.0%	0.0%	37
	B	12.9%	70.6%	62.0%	26.4%	14.1%	3.1%	11.0%	0.0%	163
	C	8.3%	76.7%	43.3%	23.3%	23.3%	0.0%	25.0%	0.0%	60
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	50.0%	100.0%	50.0%	0.0%	0.0%	0.0%	0.0%	2
	Overall	**15.3%**	**73.7%**	**56.5%**	**24.4%**	**15.6%**	**1.9%**	**12.6%**	**0.0%**	**262**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Clay	A	33.6%	90.7%	43.0%	9.3%	8.4%	0.0%	15.0%	0.0%	107
	B	21.5%	85.9%	52.9%	14.1%	10.6%	0.0%	15.1%	0.0%	312
	C	14.4%	84.1%	40.8%	15.4%	19.4%	0.5%	25.4%	0.0%	201
	D	---	---	---	---	---	---	---	---	0
	F	0.0%	0.0%	50.0%	100.0%	50.0%	0.0%	0.0%	0.0%	2
	NA	0.0%	72.7%	63.6%	27.3%	9.1%	0.0%	27.3%	0.0%	11
	Overall	**20.9%**	**85.6%**	**47.6%**	**14.2%**	**13.1%**	**0.2%**	**18.5%**	**0.0%**	**633**
Collier	A	35.7%	43.5%	53.6%	56.2%	6.8%	0.3%	3.9%	0.0%	308
	B	19.9%	23.1%	58.6%	76.3%	15.1%	0.0%	6.5%	0.5%	186
	C	17.0%	23.2%	59.2%	74.9%	15.1%	2.0%	8.7%	0.0%	358
	D	6.1%	4.1%	75.5%	95.9%	8.2%	0.0%	10.2%	0.0%	49
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	37.5%	62.5%	62.5%	25.0%	0.0%	12.5%	0.0%	16
	Overall	**23.0%**	**29.2%**	**58.1%**	**69.8%**	**12.1%**	**0.9%**	**6.8%**	**0.1%**	**917**
Columbia	A	23.7%	60.5%	68.4%	39.5%	7.9%	0.0%	0.0%	0.0%	38
	B	24.0%	42.0%	42.0%	44.0%	16.0%	14.0%	18.0%	0.0%	50
	C	14.1%	28.1%	51.6%	57.8%	12.5%	14.1%	21.9%	0.0%	64
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	16.7%	83.3%	83.3%	0.0%	0.0%	16.7%	0.0%	6
	Overall	**19.0%**	**39.9%**	**53.8%**	**50.0%**	**12.0%**	**10.1%**	**15.2%**	**0.0%**	**158**
Dade	A	36.5%	56.8%	45.1%	41.8%	8.8%	1.3%	9.7%	0.1%	1,425
	B	23.1%	40.8%	49.7%	57.2%	12.0%	2.0%	15.1%	0.0%	1,322
	C	16.1%	28.7%	48.7%	67.5%	15.1%	3.6%	20.1%	0.2%	1,773
	D	5.8%	18.8%	48.1%	71.8%	17.4%	8.8%	28.7%	0.6%	362
	F	4.5%	9.1%	28.8%	71.2%	21.2%	18.2%	45.5%	1.5%	66
	NA	24.2%	39.9%	46.9%	57.5%	19.4%	2.6%	9.5%	0.0%	273
	Overall	**23.0%**	**39.1%**	**47.6%**	**57.7%**	**13.0%**	**3.1%**	**16.4%**	**0.2%**	**5,221**
DeSoto	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	11.1%	44.4%	44.4%	55.6%	11.1%	0.0%	33.3%	0.0%	27
	D	17.8%	57.8%	42.2%	42.2%	15.6%	0.0%	24.4%	0.0%	45
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1
	Overall	**15.1%**	**53.4%**	**43.8%**	**46.6%**	**13.7%**	**0.0%**	**27.4%**	**0.0%**	**73**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Dixie	A	---	---	---	---	---	---	---	---	0
	B	28.0%	0.0%	56.0%	100.0%	12.0%	0.0%	4.0%	0.0%	25
	C	0.0%	0.0%	38.5%	100.0%	30.8%	0.0%	30.8%	0.0%	13
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**18.4%**	**0.0%**	**50.0%**	**100.0%**	**18.4%**	**0.0%**	**13.2%**	**0.0%**	**38**
Duval	A	29.2%	60.6%	50.1%	35.3%	11.0%	4.1%	9.6%	0.0%	363
	B	17.8%	35.4%	58.5%	59.0%	13.0%	5.3%	10.6%	0.3%	376
	C	9.7%	20.4%	50.7%	69.0%	19.3%	10.4%	20.3%	0.1%	670
	D	6.3%	12.8%	47.4%	73.3%	22.7%	13.9%	23.6%	0.0%	352
	F	1.9%	1.9%	42.3%	78.8%	26.9%	19.2%	28.8%	0.0%	52
	NA	7.7%	7.7%	58.5%	80.0%	15.4%	12.3%	18.5%	0.0%	65
	Overall	**14.2%**	**28.8%**	**51.6%**	**61.9%**	**17.1%**	**9.2%**	**17.1%**	**0.1%**	**1,878**
Escambia	A	27.0%	63.5%	42.9%	34.9%	7.9%	1.6%	22.2%	0.0%	63
	B	25.6%	52.8%	43.2%	41.6%	8.0%	5.6%	23.2%	0.0%	125
	C	12.5%	37.4%	48.8%	50.5%	14.9%	9.6%	23.8%	2.5%	281
	D	3.3%	23.3%	48.3%	63.3%	17.5%	12.5%	30.8%	0.8%	120
	F	4.0%	28.0%	36.0%	44.0%	28.0%	16.0%	32.0%	12.0%	25
	NA	25.0%	0.0%	50.0%	100.0%	25.0%	0.0%	0.0%	0.0%	4
	Overall	**14.6%**	**39.8%**	**46.4%**	**49.7%**	**13.9%**	**8.7%**	**25.1%**	**1.8%**	**618**
Flagler	A	---	---	---	---	---	---	---	---	0
	B	33.9%	70.5%	44.6%	25.0%	8.0%	4.5%	13.4%	0.0%	112
	C	23.6%	60.7%	44.9%	34.8%	14.6%	4.5%	16.9%	0.0%	89
	D	---	---	---	---	---	---	---	---	0
	F	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	1
	NA	---	---	---	---	---	---	---	---	0
	Overall	**29.2%**	**65.8%**	**44.6%**	**29.7%**	**10.9%**	**4.5%**	**15.3%**	**0.0%**	**202**
Franklin	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	22.2%	22.2%	50.0%	66.7%	5.6%	11.1%	22.2%	0.0%	18
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**22.2%**	**22.2%**	**50.0%**	**66.7%**	**5.6%**	**11.1%**	**22.2%**	**0.0%**	**18**

District	School Grade	Highly Effective VAM Classification	Highly Effective Performance Rating	Effective VAM Classification	Effective Performance Rating	Needs Improvement VAM Classification	Needs Improvement Performance Rating	Unsatisfactory VAM Classification	Unsatisfactory Performance Rating	Number of Teachers
Gadsden	A	28.6%	42.9%	42.9%	42.9%	0.0%	14.3%	28.6%	0.0%	7
	B	30.8%	69.2%	30.8%	30.8%	0.0%	0.0%	38.5%	0.0%	13
	C	9.5%	9.5%	54.8%	71.4%	9.5%	19.0%	26.2%	0.0%	42
	D	0.0%	4.8%	38.1%	47.6%	19.0%	47.6%	42.9%	0.0%	21
	F	0.0%	0.0%	33.3%	50.0%	16.7%	50.0%	50.0%	0.0%	6
	NA	0.0%	16.7%	33.3%	66.7%	33.3%	16.7%	33.3%	0.0%	6
	Overall	**10.5%**	**18.9%**	**44.2%**	**56.8%**	**11.6%**	**24.2%**	**33.7%**	**0.0%**	**95**
Gilchrist	A	9.1%	68.2%	72.7%	27.3%	9.1%	0.0%	9.1%	4.5%	22
	B	0.0%	52.9%	58.8%	47.1%	29.4%	0.0%	11.8%	0.0%	17
	C	25.0%	75.0%	62.5%	12.5%	0.0%	0.0%	12.5%	12.5%	8
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**8.5%**	**63.8%**	**66.0%**	**31.9%**	**14.9%**	**0.0%**	**10.6%**	**4.3%**	**47**
Glades	A	---	---	---	---	---	---	---	---	0
	B	16.7%	66.7%	66.7%	33.3%	16.7%	0.0%	0.0%	0.0%	6
	C	18.2%	42.4%	57.6%	54.5%	12.1%	3.0%	12.1%	0.0%	33
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**17.9%**	**46.2%**	**59.0%**	**51.3%**	**12.8%**	**2.6%**	**10.3%**	**0.0%**	**39**
Gulf	A	33.3%	33.3%	66.7%	66.7%	0.0%	0.0%	0.0%	0.0%	9
	B	50.0%	50.0%	25.0%	50.0%	12.5%	0.0%	12.5%	0.0%	8
	C	15.8%	15.8%	57.9%	84.2%	15.8%	0.0%	10.5%	0.0%	19
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**27.8%**	**27.8%**	**52.8%**	**72.2%**	**11.1%**	**0.0%**	**8.3%**	**0.0%**	**36**
Hamilton	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	33.3%	0.0%	0.0%	100.0%	0.0%	0.0%	66.7%	0.0%	3
	D	0.0%	29.4%	23.5%	64.7%	23.5%	5.9%	52.9%	0.0%	17
	F	16.7%	33.3%	0.0%	66.7%	50.0%	0.0%	33.3%	0.0%	6
	NA	---	---	---	---	---	---	---	---	0
	Overall	**7.7%**	**26.9%**	**15.4%**	**69.2%**	**26.9%**	**3.8%**	**50.0%**	**0.0%**	**26**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Hardee	A	28.6%	71.4%	57.1%	28.6%	14.3%	0.0%	0.0%	0.0%	14
	B	9.1%	18.2%	63.6%	81.8%	18.2%	0.0%	9.1%	0.0%	11
	C	5.3%	21.1%	55.3%	65.8%	13.2%	13.2%	26.3%	0.0%	38
	D	0.0%	8.1%	48.6%	67.6%	18.9%	24.3%	32.4%	0.0%	37
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**7.0%**	**23.0%**	**54.0%**	**63.0%**	**16.0%**	**14.0%**	**23.0%**	**0.0%**	**100**
Hendry	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	23.8%	65.0%	53.8%	28.8%	11.3%	6.3%	11.3%	0.0%	80
	D	6.7%	40.0%	33.3%	46.7%	26.7%	0.0%	33.3%	13.3%	15
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**21.1%**	**61.1%**	**50.5%**	**31.6%**	**13.7%**	**5.3%**	**14.7%**	**2.1%**	**95**
Hernando	A	35.9%	71.8%	48.7%	28.2%	5.1%	0.0%	10.3%	0.0%	39
	B	15.0%	56.7%	59.2%	43.3%	10.0%	0.0%	15.8%	0.0%	120
	C	13.8%	51.7%	51.7%	47.8%	16.4%	0.4%	18.1%	0.0%	232
	D	9.1%	27.3%	27.3%	72.7%	18.2%	0.0%	45.5%	0.0%	11
	F	---	---	---	---	---	---	---	---	0
	NA	10.0%	50.0%	40.0%	50.0%	50.0%	0.0%	0.0%	0.0%	10
	Overall	**16.0%**	**54.4%**	**52.7%**	**45.4%**	**14.3%**	**0.2%**	**17.0%**	**0.0%**	**412**
Highlands	A	---	---	---	---	---	---	---	---	0
	B	20.0%	30.0%	45.0%	60.0%	20.0%	10.0%	15.0%	0.0%	20
	C	24.9%	27.6%	58.0%	65.2%	6.1%	7.2%	11.0%	0.0%	181
	D	15.4%	38.5%	46.2%	53.8%	15.4%	7.7%	23.1%	0.0%	13
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**23.8%**	**28.5%**	**56.1%**	**64.0%**	**7.9%**	**7.5%**	**12.1%**	**0.0%**	**214**
Hillsborough	A	26.3%	76.7%	56.6%	22.1%	10.1%	0.9%	7.0%	0.2%	868
	B	18.6%	70.4%	54.6%	28.3%	15.0%	0.8%	11.7%	0.6%	665
	C	11.2%	56.0%	56.5%	42.2%	14.5%	1.1%	17.7%	0.7%	1,488
	D	8.6%	49.3%	49.3%	46.8%	21.9%	2.5%	20.2%	1.3%	521
	F	2.9%	27.1%	38.6%	61.4%	25.7%	7.1%	32.9%	4.3%	70
	NA	1.8%	40.4%	66.7%	49.1%	17.5%	10.5%	14.0%	0.0%	57
	Overall	**15.5%**	**61.8%**	**55.0%**	**36.1%**	**14.9%**	**1.4%**	**14.7%**	**0.7%**	**3,669**

| District | School Grade | Highly Effective | | Effective | | Needs Improvement | | Unsatisfactory | | Number of Teachers |
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Holmes	A	---	---	---	---	---	---	---	---	0
	B	26.3%	36.8%	36.8%	57.9%	21.1%	5.3%	15.8%	0.0%	19
	C	7.9%	18.4%	47.4%	60.5%	18.4%	21.1%	26.3%	0.0%	38
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	50.0%	100.0%	50.0%	0.0%	0.0%	0.0%	0.0%	2
	Overall	**13.6%**	**25.4%**	**45.8%**	**59.3%**	**18.6%**	**15.3%**	**22.0%**	**0.0%**	**59**
Indian River	A	42.9%	42.9%	35.7%	50.0%	7.1%	3.6%	14.3%	3.6%	28
	B	14.8%	37.0%	57.4%	59.3%	16.7%	3.7%	11.1%	0.0%	54
	C	14.5%	42.2%	54.8%	48.2%	11.4%	9.6%	19.3%	0.0%	166
	D	0.0%	44.4%	77.8%	44.4%	11.1%	11.1%	11.1%	0.0%	9
	F	8.3%	33.3%	33.3%	66.7%	0.0%	0.0%	58.3%	0.0%	12
	NA	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1
	Overall	**16.7%**	**40.7%**	**53.3%**	**51.5%**	**11.5%**	**7.4%**	**18.5%**	**0.4%**	**270**
Jackson	A	12.5%	12.5%	62.5%	75.0%	12.5%	12.5%	12.5%	0.0%	8
	B	---	---	---	---	---	---	---	---	0
	C	14.7%	14.7%	46.3%	63.2%	17.9%	22.1%	21.1%	0.0%	95
	D	0.0%	0.0%	33.3%	83.3%	50.0%	16.7%	16.7%	0.0%	6
	F	---	---	---	---	---	---	---	---	0
	NA	12.5%	12.5%	37.5%	62.5%	37.5%	25.0%	12.5%	0.0%	8
	Overall	**13.7%**	**13.7%**	**46.2%**	**65.0%**	**20.5%**	**21.4%**	**19.7%**	**0.0%**	**117**
Jefferson	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	---	---	---	---	---	---	---	---	0
	D	6.7%	20.0%	53.3%	73.3%	13.3%	6.7%	26.7%	0.0%	15
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	1
	Overall	**6.3%**	**18.8%**	**50.0%**	**68.8%**	**12.5%**	**12.5%**	**31.3%**	**0.0%**	**16**
Lafayette	A	---	---	---	---	---	---	---	---	0
	B	33.3%	91.7%	58.3%	8.3%	8.3%	0.0%	0.0%	0.0%	12
	C	25.0%	87.5%	62.5%	12.5%	0.0%	0.0%	12.5%	0.0%	8
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**30.0%**	**90.0%**	**60.0%**	**10.0%**	**5.0%**	**0.0%**	**5.0%**	**0.0%**	**20**

District	School Grade	Highly Effective VAM Classification	Highly Effective Performance Rating	Effective VAM Classification	Effective Performance Rating	Needs Improvement VAM Classification	Needs Improvement Performance Rating	Unsatisfactory VAM Classification	Unsatisfactory Performance Rating	Number of Teachers
Lake	A	26.8%	34.1%	58.5%	63.4%	9.8%	2.4%	4.9%	0.0%	41
	B	17.2%	24.0%	51.0%	65.6%	14.1%	10.4%	17.7%	0.0%	192
	C	9.0%	13.2%	46.6%	66.7%	17.7%	20.1%	26.7%	0.0%	378
	D	3.0%	3.0%	48.5%	87.9%	24.2%	9.1%	24.2%	0.0%	33
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	1
	Overall	**12.2%**	**17.2%**	**48.7%**	**67.3%**	**16.6%**	**15.5%**	**22.5%**	**0.0%**	**645**
Lee	A	28.3%	50.6%	50.6%	48.2%	9.6%	1.2%	11.4%	0.0%	166
	B	21.3%	39.5%	53.4%	58.6%	12.4%	1.4%	12.8%	0.4%	483
	C	11.1%	27.6%	49.6%	70.6%	20.1%	1.3%	19.2%	0.5%	613
	D	6.2%	19.8%	46.9%	75.3%	17.3%	4.9%	29.6%	0.0%	81
	F	3.6%	14.3%	25.0%	85.7%	35.7%	0.0%	35.7%	0.0%	28
	NA	0.0%	15.8%	68.4%	68.4%	5.3%	10.5%	26.3%	5.3%	19
	Overall	**16.1%**	**33.6%**	**50.6%**	**64.3%**	**16.1%**	**1.7%**	**17.1%**	**0.4%**	**1,390**
Leon	A	35.3%	52.7%	47.3%	44.9%	7.8%	2.4%	9.6%	0.0%	167
	B	23.6%	48.3%	52.8%	50.6%	14.6%	1.1%	9.0%	0.0%	89
	C	16.6%	16.6%	57.1%	80.4%	16.6%	3.1%	9.8%	0.0%	163
	D	8.2%	8.2%	55.1%	87.8%	26.5%	4.1%	10.2%	0.0%	49
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	66.7%	100.0%	33.3%	0.0%	0.0%	0.0%	0.0%	3
	Overall	**23.6%**	**34.8%**	**52.9%**	**62.6%**	**14.0%**	**2.5%**	**9.6%**	**0.0%**	**471**
Levy	A	---	---	---	---	---	---	---	---	0
	B	32.1%	32.1%	50.0%	60.7%	7.1%	7.1%	10.7%	0.0%	28
	C	8.3%	23.3%	56.7%	68.3%	21.7%	8.3%	13.3%	0.0%	60
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	20.0%	40.0%	80.0%	40.0%	0.0%	20.0%	0.0%	5
	Overall	**15.1%**	**25.8%**	**53.8%**	**66.7%**	**18.3%**	**7.5%**	**12.9%**	**0.0%**	**93**
Liberty	A	---	---	---	---	---	---	---	---	0
	B	33.3%	88.9%	55.6%	11.1%	0.0%	0.0%	11.1%	0.0%	9
	C	18.8%	93.8%	56.3%	6.3%	12.5%	0.0%	12.5%	0.0%	16
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	1
	Overall	**23.1%**	**88.5%**	**53.8%**	**11.5%**	**7.7%**	**0.0%**	**15.4%**	**0.0%**	**26**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Madison	A	50.0%	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	2
	B	50.0%	100.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2
	C	0.0%	20.0%	20.0%	60.0%	40.0%	20.0%	40.0%	0.0%	5
	D	4.8%	4.8%	33.3%	47.6%	33.3%	9.5%	28.6%	38.1%	21
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1
	Overall	**9.7%**	**16.1%**	**32.3%**	**48.4%**	**29.0%**	**9.7%**	**29.0%**	**25.8%**	**31**
Manatee	A	41.9%	69.4%	43.5%	30.6%	8.1%	0.0%	6.5%	0.0%	62
	B	27.0%	53.5%	52.1%	43.3%	10.7%	3.3%	10.2%	0.0%	215
	C	19.0%	41.1%	47.2%	57.6%	18.0%	1.3%	15.8%	0.0%	316
	D	4.1%	14.4%	60.8%	80.4%	16.5%	3.1%	18.6%	2.1%	97
	F	7.4%	3.7%	51.9%	70.4%	14.8%	22.2%	25.9%	3.7%	27
	NA	0.0%	23.1%	53.8%	69.2%	15.4%	7.7%	30.8%	0.0%	13
	Overall	**20.5%**	**41.9%**	**50.4%**	**54.8%**	**14.7%**	**2.9%**	**14.4%**	**0.4%**	**730**
Marion	A	38.5%	69.2%	57.7%	30.8%	0.0%	0.0%	3.8%	0.0%	26
	B	15.6%	31.3%	59.4%	68.8%	17.2%	0.0%	7.8%	0.0%	64
	C	9.7%	21.4%	50.6%	78.3%	20.7%	0.2%	19.0%	0.0%	401
	D	5.3%	11.2%	39.4%	85.9%	21.2%	2.9%	34.1%	0.0%	170
	F	0.0%	15.0%	55.0%	85.0%	25.0%	0.0%	20.0%	0.0%	20
	NA	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2
	Overall	**10.0%**	**21.4%**	**49.2%**	**77.7%**	**19.8%**	**0.9%**	**21.1%**	**0.0%**	**683**
Martin	A	47.6%	75.7%	42.7%	22.3%	4.9%	1.9%	4.9%	0.0%	103
	B	26.4%	58.2%	52.7%	34.5%	13.6%	6.4%	7.3%	0.9%	110
	C	26.9%	61.3%	47.1%	28.6%	10.9%	9.2%	15.1%	0.8%	119
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	18.2%	45.5%	54.5%	36.4%	9.1%	9.1%	18.2%	9.1%	11
	Overall	**32.7%**	**64.1%**	**47.8%**	**28.9%**	**9.9%**	**6.1%**	**9.6%**	**0.9%**	**343**
Monroe	A	24.1%	82.8%	51.7%	17.2%	17.2%	0.0%	6.9%	0.0%	29
	B	20.3%	63.5%	59.5%	36.5%	14.9%	0.0%	5.4%	0.0%	74
	C	26.3%	68.4%	47.4%	31.6%	10.5%	0.0%	15.8%	0.0%	19
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**22.1%**	**68.9%**	**55.7%**	**31.1%**	**14.8%**	**0.0%**	**7.4%**	**0.0%**	**122**

| District | School Grade | Highly Effective | | Effective | | Needs Improvement | | Unsatisfactory | | Number of Teachers |
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Nassau	A	40.5%	62.0%	51.2%	38.0%	5.8%	0.0%	2.5%	0.0%	121
	B	14.3%	57.1%	46.4%	42.9%	25.0%	0.0%	14.3%	0.0%	28
	C	11.1%	61.1%	44.4%	38.9%	27.8%	0.0%	16.7%	0.0%	36
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**30.8%**	**61.1%**	**49.2%**	**38.9%**	**13.0%**	**0.0%**	**7.0%**	**0.0%**	**185**
Okaloosa	A	40.0%	98.1%	44.7%	1.9%	7.9%	0.0%	7.4%	0.0%	215
	B	26.1%	94.3%	51.1%	5.7%	13.6%	0.0%	9.1%	0.0%	176
	C	14.9%	95.7%	63.8%	4.3%	14.9%	0.0%	6.4%	0.0%	47
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	25.9%	100.0%	51.9%	0.0%	7.4%	0.0%	14.8%	0.0%	27
	Overall	**31.4%**	**96.6%**	**49.5%**	**3.4%**	**10.8%**	**0.0%**	**8.4%**	**0.0%**	**465**
Okeechobee	A	---	---	---	---	---	---	---	---	0
	B	20.5%	15.4%	59.0%	69.2%	10.3%	15.4%	10.3%	0.0%	39
	C	12.3%	13.6%	50.6%	79.0%	19.8%	7.4%	17.3%	0.0%	81
	D	14.3%	14.3%	28.6%	64.3%	14.3%	21.4%	42.9%	0.0%	14
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	3
	Overall	**14.6%**	**13.9%**	**49.6%**	**75.2%**	**18.2%**	**10.9%**	**17.5%**	**0.0%**	**137**
Orange	A	27.3%	78.0%	54.4%	20.7%	9.8%	1.2%	8.5%	0.0%	656
	B	18.0%	70.9%	56.2%	27.1%	12.2%	2.0%	13.7%	0.0%	657
	C	12.5%	60.5%	55.2%	35.2%	14.6%	4.4%	17.7%	0.0%	1,078
	D	8.1%	47.1%	40.9%	47.5%	23.2%	5.4%	27.8%	0.0%	259
	F	3.2%	22.6%	37.1%	62.9%	16.1%	14.5%	43.5%	0.0%	62
	NA	9.0%	61.2%	56.7%	35.8%	10.4%	3.0%	23.9%	0.0%	67
	Overall	**16.6%**	**65.0%**	**53.5%**	**31.6%**	**13.6%**	**3.3%**	**16.3%**	**0.0%**	**2,779**
Osceola	A	26.9%	16.4%	56.7%	82.8%	9.0%	0.7%	7.5%	0.0%	134
	B	19.8%	14.9%	52.6%	83.4%	12.7%	1.0%	14.9%	0.6%	308
	C	12.2%	8.8%	53.8%	85.9%	17.9%	3.7%	16.1%	1.6%	509
	D	15.4%	7.7%	46.2%	61.5%	23.1%	23.1%	15.4%	7.7%	13
	F	---	---	---	---	---	---	---	---	0
	NA	8.7%	17.4%	47.8%	69.6%	17.4%	8.7%	26.1%	4.3%	23
	Overall	**16.5%**	**12.0%**	**53.6%**	**84.0%**	**15.1%**	**2.8%**	**14.8%**	**1.2%**	**987**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	VAM Classification	Performance Rating	VAM Classification	
Palm Beach	A	37.9%	68.0%	48.3%	32.0%	8.4%	0.0%	5.5%	0.0%	1,061
	B	27.3%	51.8%	52.4%	48.0%	10.4%	0.2%	9.9%	0.0%	666
	C	15.2%	29.9%	55.8%	69.5%	13.8%	0.6%	15.3%	0.0%	1,036
	D	8.2%	34.2%	46.2%	64.6%	17.1%	1.3%	28.5%	0.0%	158
	F	7.7%	25.6%	64.1%	66.7%	12.8%	5.1%	15.4%	2.6%	39
	NA	9.5%	28.6%	52.4%	66.7%	19.0%	4.8%	19.0%	0.0%	21
	Overall	**25.5%**	**48.5%**	**51.9%**	**51.1%**	**11.3%**	**0.4%**	**11.3%**	**0.0%**	**2,981**
Pasco	A	25.4%	87.8%	54.5%	12.2%	11.3%	0.0%	8.9%	0.0%	213
	B	17.0%	80.1%	59.6%	19.5%	11.7%	0.4%	11.7%	0.0%	282
	C	13.0%	67.4%	52.9%	30.8%	15.0%	1.5%	19.1%	0.3%	393
	D	8.9%	55.6%	44.4%	42.0%	19.5%	2.3%	27.2%	0.0%	257
	F	0.0%	25.0%	16.7%	66.7%	20.8%	8.3%	62.5%	0.0%	24
	NA	0.0%	60.0%	53.3%	40.0%	13.3%	0.0%	33.3%	0.0%	15
	Overall	**14.9%**	**70.6%**	**52.2%**	**28.0%**	**14.6%**	**1.3%**	**18.3%**	**0.1%**	**1,184**
Pinellas	A	37.2%	13.4%	48.4%	80.1%	7.9%	6.5%	6.5%	0.0%	277
	B	19.6%	11.6%	55.8%	72.6%	9.5%	15.8%	15.1%	0.0%	285
	C	16.4%	10.2%	53.5%	71.4%	13.9%	17.9%	16.2%	0.5%	847
	D	7.0%	7.0%	52.1%	59.9%	19.0%	32.4%	21.8%	0.7%	142
	F	0.0%	0.0%	53.8%	76.9%	23.1%	23.1%	23.1%	0.0%	13
	NA	4.4%	5.9%	41.2%	70.6%	29.4%	23.5%	25.0%	0.0%	68
	Overall	**19.1%**	**10.4%**	**52.4%**	**72.1%**	**13.3%**	**17.2%**	**15.3%**	**0.3%**	**1,632**
Polk	A	34.0%	75.5%	42.6%	24.5%	8.5%	0.0%	14.9%	0.0%	94
	B	16.0%	31.3%	50.4%	68.7%	17.6%	0.0%	16.0%	0.0%	131
	C	14.0%	31.7%	52.2%	67.4%	16.7%	1.0%	17.1%	0.0%	521
	D	6.8%	17.7%	43.1%	80.7%	21.2%	1.6%	28.9%	0.0%	311
	F	0.0%	12.5%	59.4%	81.3%	15.6%	6.3%	25.0%	0.0%	32
	NA	0.0%	15.4%	51.3%	84.6%	10.3%	0.0%	38.5%	0.0%	39
	Overall	**13.0%**	**30.3%**	**48.8%**	**68.6%**	**17.1%**	**1.1%**	**21.0%**	**0.0%**	**1,128**
Putnam	A	38.5%	0.0%	38.5%	100.0%	23.1%	0.0%	0.0%	0.0%	13
	B	---	---	---	---	---	---	---	---	0
	C	23.5%	0.0%	43.1%	100.0%	21.6%	0.0%	11.8%	0.0%	51
	D	12.2%	0.0%	45.9%	100.0%	18.9%	0.0%	23.0%	0.0%	74
	F	0.0%	0.0%	23.1%	100.0%	38.5%	0.0%	38.5%	0.0%	13
	NA	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	1
	Overall	**17.1%**	**0.0%**	**42.1%**	**100.0%**	**22.4%**	**0.0%**	**18.4%**	**0.0%**	**152**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
St. Johns	A	39.4%	58.8%	49.5%	41.0%	7.2%	0.2%	3.9%	0.0%	432
	B	22.8%	36.7%	50.6%	63.3%	12.7%	0.0%	13.9%	0.0%	79
	C	10.7%	23.2%	60.7%	76.8%	10.7%	0.0%	17.9%	0.0%	56
	D	18.2%	36.4%	54.5%	63.6%	9.1%	0.0%	18.2%	0.0%	11
	F	---	---	---	---	---	---	---	---	0
	NA	5.9%	47.1%	94.1%	52.9%	0.0%	0.0%	0.0%	0.0%	17
	Overall	**33.1%**	**51.8%**	**52.1%**	**48.1%**	**8.1%**	**0.2%**	**6.7%**	**0.0%**	**595**
St. Lucie	A	26.5%	51.5%	52.9%	47.1%	13.2%	0.0%	7.4%	1.5%	68
	B	19.4%	64.2%	60.0%	32.7%	7.9%	1.2%	12.7%	1.8%	165
	C	11.9%	78.6%	56.9%	21.1%	13.1%	0.3%	18.0%	0.0%	327
	D	3.6%	63.1%	53.6%	36.9%	19.0%	0.0%	23.8%	0.0%	84
	F	0.0%	44.0%	36.0%	56.0%	32.0%	0.0%	32.0%	0.0%	25
	NA	0.0%	50.0%	0.0%	50.0%	50.0%	0.0%	50.0%	0.0%	2
	Overall	**13.7%**	**69.0%**	**55.9%**	**30.0%**	**13.4%**	**0.4%**	**17.0%**	**0.6%**	**671**
Santa Rosa	A	27.4%	67.7%	50.7%	32.3%	14.9%	0.0%	7.0%	0.0%	201
	B	23.2%	64.1%	56.3%	35.9%	9.9%	0.0%	10.6%	0.0%	142
	C	17.3%	50.0%	48.0%	49.0%	17.3%	1.0%	17.3%	0.0%	98
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	75.0%	100.0%	25.0%	0.0%	0.0%	0.0%	0.0%	4
	Overall	**23.6%**	**62.7%**	**52.4%**	**37.1%**	**13.7%**	**0.2%**	**10.3%**	**0.0%**	**445**
Sarasota	A	36.4%	74.8%	49.5%	24.6%	9.2%	0.7%	4.9%	0.0%	305
	B	22.0%	52.2%	51.8%	44.1%	10.2%	3.7%	15.9%	0.0%	245
	C	20.3%	39.0%	56.1%	57.7%	9.8%	3.3%	13.8%	0.0%	123
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	100.0%	80.0%	0.0%	0.0%	0.0%	20.0%	0.0%	5
	Overall	**28.0%**	**60.3%**	**51.8%**	**37.5%**	**9.6%**	**2.2%**	**10.6%**	**0.0%**	**678**
Seminole	A	18.3%	70.9%	57.8%	27.0%	15.6%	2.1%	8.3%	0.0%	289
	B	11.5%	63.2%	58.9%	34.4%	15.6%	2.4%	14.1%	0.0%	418
	C	10.6%	67.3%	49.3%	32.7%	24.4%	0.0%	15.7%	0.0%	217
	D	4.8%	50.0%	38.1%	47.6%	16.7%	2.4%	40.5%	0.0%	42
	F	0.0%	76.9%	30.8%	23.1%	30.8%	0.0%	38.5%	0.0%	13
	NA	0.0%	37.5%	50.0%	50.0%	12.5%	12.5%	37.5%	0.0%	8
	Overall	**12.8%**	**65.8%**	**55.1%**	**32.4%**	**17.7%**	**1.8%**	**14.4%**	**0.0%**	**987**

| District | School Grade | Highly Effective | | Effective | | Needs Improvement | | Unsatisfactory | | Number of Teachers |
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Sumter	A	30.2%	30.2%	43.4%	69.8%	15.1%	0.0%	11.3%	0.0%	53
	B	25.0%	77.1%	66.7%	20.8%	4.2%	2.1%	4.2%	0.0%	48
	C	0.0%	21.1%	57.9%	36.8%	15.8%	31.6%	26.3%	10.5%	19
	D	16.7%	25.0%	25.0%	58.3%	16.7%	16.7%	41.7%	0.0%	12
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	75.0%	75.0%	25.0%	25.0%	0.0%	0.0%	0.0%	4
	Overall	**22.1%**	**46.3%**	**52.9%**	**45.6%**	**11.8%**	**6.6%**	**13.2%**	**1.5%**	**136**
Suwannee	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	20.4%	61.3%	47.3%	37.6%	17.2%	1.1%	15.1%	0.0%	93
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1
	Overall	**21.3%**	**61.7%**	**46.8%**	**37.2%**	**17.0%**	**1.1%**	**14.9%**	**0.0%**	**94**
Taylor	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	4.5%	43.2%	63.6%	56.8%	13.6%	0.0%	18.2%	0.0%	44
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	1
	Overall	**4.4%**	**42.2%**	**62.2%**	**57.8%**	**15.6%**	**0.0%**	**17.8%**	**0.0%**	**45**
Union	A	---	---	---	---	---	---	---	---	0
	B	12.5%	66.7%	79.2%	33.3%	4.2%	0.0%	4.2%	0.0%	24
	C	10.0%	53.3%	56.7%	46.7%	10.0%	0.0%	23.3%	0.0%	30
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1
	Overall	**10.9%**	**58.2%**	**67.3%**	**41.8%**	**7.3%**	**0.0%**	**14.5%**	**0.0%**	**55**
Volusia	A	23.6%	31.5%	55.1%	66.9%	13.4%	1.6%	7.9%	0.0%	127
	B	19.2%	30.5%	52.3%	65.5%	15.0%	4.0%	13.6%	0.0%	354
	C	11.5%	21.9%	53.6%	72.4%	19.3%	5.8%	15.6%	0.0%	590
	D	6.5%	7.6%	46.7%	79.3%	26.1%	13.0%	20.7%	0.0%	92
	F	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	1
	NA	5.6%	50.0%	33.3%	50.0%	22.2%	0.0%	38.9%	0.0%	18
	Overall	**14.6%**	**24.8%**	**52.5%**	**70.0%**	**17.9%**	**5.2%**	**15.0%**	**0.0%**	**1,182**

District	School Grade	Highly Effective		Effective		Needs Improvement		Unsatisfactory		Number of Teachers
		VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	VAM Classification	Performance Rating	
Wakulla	A	25.9%	74.1%	44.4%	25.9%	18.5%	0.0%	11.1%	0.0%	27
	B	30.0%	58.0%	48.0%	42.0%	18.0%	0.0%	4.0%	0.0%	50
	C	25.0%	62.5%	50.0%	37.5%	12.5%	0.0%	12.5%	0.0%	8
	D	14.3%	57.1%	42.9%	42.9%	42.9%	0.0%	0.0%	0.0%	7
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**27.2%**	**63.0%**	**46.7%**	**37.0%**	**19.6%**	**0.0%**	**6.5%**	**0.0%**	**92**
Walton	A	37.1%	80.0%	42.9%	20.0%	17.1%	0.0%	2.9%	0.0%	35
	B	3.8%	53.8%	59.6%	46.2%	21.2%	0.0%	15.4%	0.0%	52
	C	10.3%	64.1%	59.0%	35.9%	17.9%	0.0%	12.8%	0.0%	39
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	1
	Overall	**15.0%**	**63.8%**	**54.3%**	**36.2%**	**18.9%**	**0.0%**	**11.8%**	**0.0%**	**127**
Washington	A	25.0%	62.5%	62.5%	37.5%	12.5%	0.0%	0.0%	0.0%	8
	B	20.0%	40.0%	40.0%	60.0%	20.0%	0.0%	20.0%	0.0%	10
	C	13.5%	51.4%	64.9%	45.9%	10.8%	2.7%	10.8%	0.0%	37
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	0.0%	50.0%	100.0%	50.0%	0.0%	0.0%	0.0%	2
	Overall	**15.8%**	**49.1%**	**59.6%**	**49.1%**	**14.0%**	**1.8%**	**10.5%**	**0.0%**	**57**
FSDB	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	---	---	---	---	---	---	---	---	0
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	7.4%	55.6%	55.6%	40.7%	25.9%	3.7%	11.1%	0.0%	27
	Overall	**7.4%**	**55.6%**	**55.6%**	**40.7%**	**25.9%**	**3.7%**	**11.1%**	**0.0%**	**27**
Washington Special	A	---	---	---	---	---	---	---	---	0
	B	---	---	---	---	---	---	---	---	0
	C	---	---	---	---	---	---	---	---	0
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	0.0%	33.3%	33.3%	66.7%	33.3%	0.0%	33.3%	0.0%	3
	Overall	**0.0%**	**33.3%**	**33.3%**	**66.7%**	**33.3%**	**0.0%**	**33.3%**	**0.0%**	**3**

District	School Grade	Highly Effective VAM Classification	Highly Effective Performance Rating	Effective VAM Classification	Effective Performance Rating	Needs Improvement VAM Classification	Needs Improvement Performance Rating	Unsatisfactory VAM Classification	Unsatisfactory Performance Rating	Number of Teachers
FL Virtual	A	---	---	---	---	---	---	---	---	0
	B	11.1%	100.0%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	9
	C	3.1%	3.1%	50.0%	93.8%	18.8%	3.1%	28.1%	0.0%	32
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	2.9%	84.1%	57.2%	15.9%	23.9%	0.0%	15.9%	0.0%	138
	Overall	**3.4%**	**70.4%**	**57.5%**	**29.1%**	**21.8%**	**0.6%**	**17.3%**	**0.0%**	**179**
FAU Lab School	A	52.6%	73.7%	44.7%	26.3%	0.0%	0.0%	2.6%	0.0%	38
	B	---	---	---	---	---	---	---	---	0
	C	---	---	---	---	---	---	---	---	0
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**52.6%**	**73.7%**	**44.7%**	**26.3%**	**0.0%**	**0.0%**	**2.6%**	**0.0%**	**38**
FSU Lab School	A	20.8%	8.3%	45.8%	70.8%	16.7%	20.8%	16.7%	0.0%	24
	B	---	---	---	---	---	---	---	---	0
	C	---	---	---	---	---	---	---	---	0
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**20.8%**	**8.3%**	**45.8%**	**70.8%**	**16.7%**	**20.8%**	**16.7%**	**0.0%**	**24**
FAMU Lab School	A	---	---	---	---	---	---	---	---	0
	B	0.0%	88.9%	100.0%	11.1%	0.0%	0.0%	0.0%	0.0%	9
	C	---	---	---	---	---	---	---	---	0
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**0.0%**	**88.9%**	**100.0%**	**11.1%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**9**
UF Lab School	A	50.0%	90.0%	20.0%	10.0%	10.0%	0.0%	20.0%	0.0%	10
	B	---	---	---	---	---	---	---	---	0
	C	---	---	---	---	---	---	---	---	0
	D	---	---	---	---	---	---	---	---	0
	F	---	---	---	---	---	---	---	---	0
	NA	---	---	---	---	---	---	---	---	0
	Overall	**50.0%**	**90.0%**	**20.0%**	**10.0%**	**10.0%**	**0.0%**	**20.0%**	**0.0%**	**10**