



Question: Are AISD’s Teachers of the Year different than other teachers in AISD?

Response:

When compared to all other teachers in the district¹, elementary and middle school campus Teachers of the Year (TOY) generally exhibited greater student growth in reading, math, and science, though high school TOYs did not.² Compared to other teachers, elementary and middle school TOYs are the same age, are composed of a higher percentage of Hispanics, have similar years of experience in the teaching profession, in AISD, and on their campuses. High school TOYs have slightly fewer years of teaching experience, on average, than do their peers, but their years of experience in AISD and on their campuses are similar to those of their peers.

Table 1. Teachers of the Year have a narrower age range compared to the rest of teachers in AISD.

		Teachers of the Year Age	All Teachers Age
Elementary	average	41	42
	range	26 to 67	22 to 72
Middle	average	40	42
	range	27 to 61	23 to 75
High	average	36	42
	range	26 to 59	23 to 75

Source. PEIMS data bases

Table 2. Teachers of the Year represent a higher percentage of Hispanic when compared to the rest of AISD.

	Teachers of the Year					All Teachers				
	African Am.	Hispanic	White	Male	Female	African Am.	Hispanic	White	Male	Female
EL	9%	24%	64%	19%	81%	7%	35%	58%	12%	88%
MS	20%	20%	60%	25%	75%	8%	17%	73%	44%	56%
HS	6%	28%	67%	28%	72%	9%	17%	71%	29%	71%

Source. PEIMS data bases

¹ Small sample sizes prohibit statistical tests of significance between Teachers of the Year and all other teachers; comparison statements are based on apparent trends alone.

² Student growth was calculated using a prediction equation incorporating 2008 TAKS scores and the conditional standard error of measurement (CSEM) associated with each score (published by TEA) to compute a predicted 2009 scoring interval for each student. Students either scored within, above, or below predicted.

Table 3. Elementary and middle school Teachers of the Year have more students scoring above predicted and fewer scoring below predicted than do their peers.

% of students above predicted	Teachers of the Year			All Teachers		
	reading	math	science	reading	math	science
Elementary						
average	29	30	40	26	26	31
range	0 to 76	13 to 58	14 to 65	0 to 72	0 to 92	0 to 80
Middle						
average	31	0	29	22	8	26
range	N/A	0 to 0	9 to 48	0 to 73	0 to 30	3 to 56
High						
average	7	0	19	13	5	23
range	5 to 10	0 to 0	N/A	0 to 39	0 to 50	0 to 68

% of students below predicted	Teachers of the Year			All Teachers		
	reading	math	science	reading	math	science
Elementary						
average	8	12	6	10	13	11
range	0 to 20	0 to 30	0 to 21	0 to 46	0 to 62	0 to 55
Middle						
average	2	9	14	10	18	17
range	N/A	1 to 16	3 to 27	0 to 33	1 to 52	0 to 36
High						
average	13	12	21	14	20	15
range	8 to 18	7 to 17	N/A	0 to 50	1 to 55	0 to 74

Note. N/A indicates that only one score was available for that particular cell; therefore, a range of scores is not applicable.

Table 4. Elementary and middle school Teachers of the Year show similar years of experience in the profession, in AISD, and at their campuses to that of their peers, while high school TOYs are slightly less experienced overall than their peers.

		Teachers of the Year	All Teachers
Total Years Teaching	Elementary		
	average	11.5	12.0
	range	(3, 37)	(1, 45)
	Middle		
	average	11.1	11.2
	range	(3, 28)	(1, 52)
	High		
	average	8.7	12.0
	range	(3, 37)	(1, 52)
Total Years Teaching in AISD	Elementary		
	average	9.7	9.8
	range	(3, 37)	(1, 45)
	Middle		
	average	7.7	8.4
	range	(3, 18)	(1, 37)
	High		
	average	7.7	8.7
	range	(3, 37)	(1, 43)
Total Years Teaching on Their Campuses*	Elementary		
	average	6.2	6.0
	range	(1, 19)	(1, 19)
	Middle		
	average	5.4	5.4
	range	(1, 11)	(1, 19)
	High		
	average	4.7	5.3
	range	(1, 19)	(1, 19)

Source. PEIMS and AISD human resources data

Note. *This measure is limited by the number of years for which PEIMS data exist; the maximum count of years on a specific campus is 19, though teachers may have more years at their campus.

Source. PEIMS