

LEM Scoring Guide and Methodology

Components of the LEM

- The **Leader Effectiveness Measure (LEM)** consists of three components: (1) Leader Assessment on Performance Standards (LAPS), (2) Student Growth, and (3) Achievement Gap Reduction. These three components contribute to the overall Leader Effectiveness Measure (LEM) for each leader.
- **General Score Scale:** Exemplary (4), Proficient (3), Needs Development (2), Ineffective (1)
- **Leader Assessment on Performance Standards (LAPS)** – The LAPS component of LKES provides evaluators with a qualitative, rubrics-based evaluation method by which they can measure leader performance related to eight quality performance standards that are scored from 0 to 3 (sum score can range from 0-24).

Final Ratings	LAPS Sum Score Ranges
Level I	0-5
Level II	6-13
Level III	14-21
Level IV	22-24

- **Student Growth**

- **Student Learning Objectives (SLOs)** – The measure of student growth for non-state-tested subjects. The aggregate measure of SLO performance for all non-tested courses taught in the school will be used in calculating the Student Growth rating. A leader receives the highest rating for which he or she meets the criteria.

Rating Levels	Student Results
Level I	<50% High and Expected Growth
Level II	≥50% and <65% High Growth and Expected Growth
Level III	≥65% and <90% High Growth and Expected Growth OR ≥90% Expected Growth and <30% High Growth
Level IV	≥90% High Growth and Expected Growth AND ≥30% High Growth

- **Student Growth Percentiles (SGPs)** – The measure of student growth for core state-tested subjects. A growth percentile can range from 1 to 99. SGPs are produced for the Georgia Milestones (grades 4-12 reading/ELA, math, science, and social studies) and EOCs. The mean of SGP performance for all tested courses taught in the school will be used in calculating the Student Growth rating.

MeanGP* Growth Levels	MeanGP Score Range
Level I	MeanGP <35
Level II	MeanGP ≥35 and ≤45
Level III	MeanGP >45 and ≤60
Level IV	MeanGP >60

*Denotes Mean Growth Percentile

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- **Both SLOs and SGP** – When a leader has both SGP and SLO students, a weighted average of the leader’s SGP and SLO ratings will be calculated using the number of SGP and SLO student results in order to determine that leader’s overall Student Growth score. This average will be rounded according to standard rounding rules.
- **Achievement Gap Reduction** – An achievement gap is the difference in student performance between the school’s lowest-achieving 25% of students and the state’s mean performance. The gap score is currently assigned by determining the higher rating between the gap size and gap change in each content area and then averaging.

Gap Size	Score	Gap Change	Score
1.2 or greater	1	0.05 or greater	1
0.9 – 1.19	2	-0.04 – 0.04	2
0.5 – 0.89	3	-0.15 - -0.05	3
Less than 0.5	4	Less than -0.15	4

LEM Determination

- **LAPS Overall Rating-** An overall LAPS score is calculated by adding the point values for each of the 8 Performance Standards and comparing the sum (0-24) to the established ranges to determine a final rating.
- **Student Growth-** All leaders who have provided leadership for at least 65% of the school year and have results for at least 15 student growth measures, will receive a Student Growth score. The Student Growth score in a given year is based on the previous year’s data.
- **Achievement Gap-** For each subject, schools receive a gap size score and a gap change score based on the above rubrics. The final *subject* score is the greater of the two scores. This provides an opportunity for schools to earn points by either having a small or non-existent current year gap or by decreasing the size of the gap from two years before to the prior year (this measure is lagging). The final subject area scores are then averaged.

LEM Decision Table

Student Growth	Gap	LAPS			
		I	II	III	IV
IV	IV	ND	P	E	E
	III	ND	P	E	E
	II	ND	P	P	E
	I	ND	ND	P	P
III	IV	ND	P	P	E
	III	ND	P	P	P
	II	ND	ND	P	P
	I	ND	ND	P	P
II	IV	ND	ND	P	P
	III	ND	ND	ND	P
	II	ND	ND	ND	ND
	I	I	ND	ND	ND
I	IV	I	ND	ND	ND
	III	I	ND	ND	ND
	II	I	I	ND	ND
	I	I	I	I	ND