

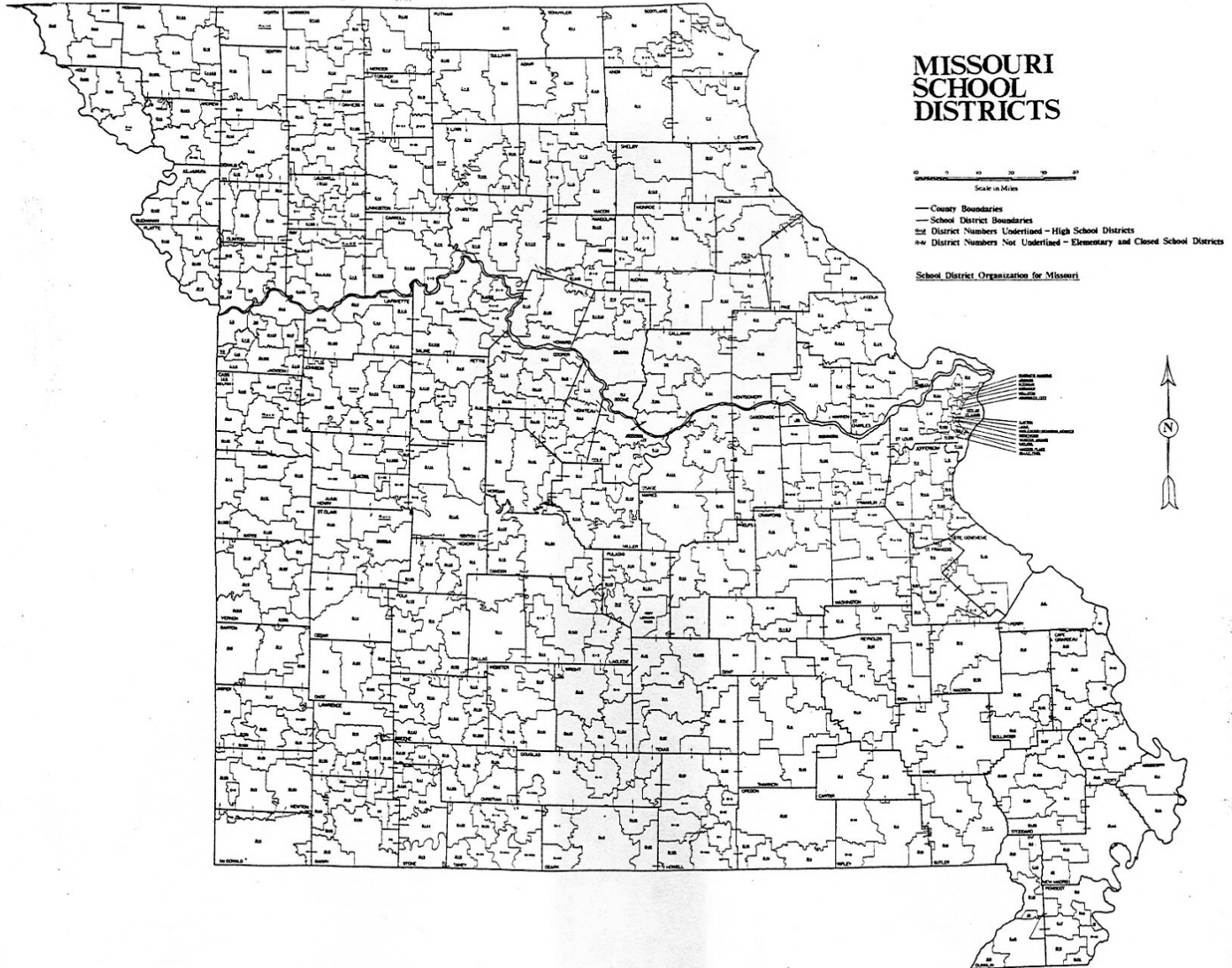
# Comparability Groups

## Why?



When you are in deep trouble,  
say nothing, and try to look inconspicuous.

# How Many Districts?



# Comparability: Why??

#1: You are being compared anyway – why don't YOU select the group rather than letting others pick and choose?



# Comparability: Why?

- #2: CSIP

- Incorporate attainable, reasonable goals

- Areas include:

- \*Student achievement

- \*Compensation

- \*FTE and staffing levels

- \*What's important to your school system?

- “By [date] XYZ district will rank in the upper one-third of the comparability group in ---.”

# Comparability: Why?

- #3 Community relations/Staff relations
  - Reasonable vs. UN-reasonable expectations
  - Relationships and CONTEXT
  - Demonstration of effort and goals

# Comparability Why?

- #4 May 29, 2007
- - Get ready – NOW.
- - Do the homework, obtain the data
- - Select categories of comparability in advance
- - Decide comparability criteria
- Teacher groups are already ready – are you?

# Comparability Criteria

- Common criteria for developing a Comparability Group
- First:

## GEOGRAPHY

- \*1. Select a distance: example - 75 miles
- \*2. Draw a circle on a map based on your district – 75 miles out
- \*3. Schools in this circle = your group.

# Comparability Criteria

- **Geography**

Advantages: Common local economy

Familiarity

Communications

Disadvantages:

Local conditions not consistent

Superficial

Simplistic

# Comparability Criteria

- Second:

## Enrollment

1. Secure rank ordered enrollments from DESE

2. Find your school

3. Select X above and X below in enrollment

This is your comparability group.

# Comparability Criteria

- **Enrollment**

Advantages: Easy to understand

Easy to select

Simple criteria

Disadvantages: Variation in resources

Variation in support

Geographically distant

# Comparability Criteria

- Third:

## Athletic Conference Affiliation

1. Determine the membership of the athletic conference

This is your comparability group

# Comparability Criteria

- **Athletic Conference**

Advantages: Similarity of programs

History and Tradition

Community/staff familiarity

Disadvantages: Lack of stability

Dominance of FB

Geography may take  
precedence over sensible alignment

# Comparability Criteria

- Fourth:

## PEER Groups

1. Locate PEER web site and find the PEER group for your district.

This is your comparability group

Web site: <http://mo-peer.net/>

[Public Education Evaluation Report]

# Comparability Criteria

- **PEER** Group

Advantages: Multiple criteria

Criteria already applied

Disadvantages: Multiple criteria

Out of date [2004]

Poorly received when originally published

# Comparability Counts

- Fifth:
    - Locally Designed and Developed Criteria
    - 1. Determine the criteria to be applied
    - 2. Research the criteria and obtain data
    - 3. Select schools for “fit”
- This is your comparability group

# Comparability Counts

- **Local System**

Advantages: Locally developed criteria

Disadvantages:

Effort/time/research/complexity

# Comparability: Where to find data

- Data Sources
- 1. MNEA Survey
- 2. MSTA Survey
- 3. Area Superintendent Associations
- 4. DESE – especially School Finance site
- 5. Locally originated surveys
- 6. Meetings/Other

# Web sites of value

- [http://dese.mo.gov/links/School\\_Home\\_Pages/index.html](http://dese.mo.gov/links/School_Home_Pages/index.html)
- [DESE school district home pages]
- Web sites of use:
- <http://mcdc.missouri.edu/>  
[Missouri census data center]
- <http://osedata.missouri.edu/>  
[Office of social and economic data analysis]

# Web sites of value

- [http://dese.mo.gov/schooldata/school\\_data.html](http://dese.mo.gov/schooldata/school_data.html)
- [DESE school data and stats]
- <http://dese.mo.gov/schooldata/profile/>
- [DESE school district profiles]
- <http://dese.mo.gov/divadm/finance/historical/historicalindex.html>
- [DESE historic data – finance]

# Comparability

- Need for periodic review
- \* Re-visit the array of schools every 2 years
- Include key staff and board in development of criteria and drafts of lists
- Consistent, relentless, reference and application to/of the group

# Comparability: Sample Applications

- **Sample topics for comparison**

1. Utilities
2. Salary schedules
3. Tax levies
4. Student MAP scores
5. Calendars
6. Tax Base
7. Programs: SRO's; Soc. Wkrs; Nurses; etc
8. Technology: computer census
9. Benefits
10. Transportation
11. FTE counts
12. Experience levels and \$ schedules
13. Student demographics
14. Faculty demographics
15. ASBR