M A S S A C H U S E T T S

PERFORMANCE ASSESSMENT for LEADERS

Understanding Your PAL Score Report

Overview

Your PAL Score Report provides your results for the task(s) that you submitted on the date indicated on your score report. If you submitted a task retake(s), your score report includes your new scores on the task(s) that you resubmitted.

All Tasks must meet or exceed a threshold score of 2.1. The PAL Summary Score must meet or exceed 2.75.

Cautions. Your PAL Score Report is for your records only. This assessment was not designed to compare your performance to that of other candidates. Your score is used to compare your knowledge and skills to that required by the Massachusetts Department of Elementary and Secondary Education.

PAL Task Scores Summary

This section indicates the scores you have earned on any scored Tasks during this reporting period.

Task Scores Summary. This table displays your score for each PAL Indicator, Rubric, and Task you submitted for scoring during this reporting period.

<u>Indicator Scores</u>: Scored indicators receive a numeric score between 1 and 4. Any indicator score assigned a letter (e.g., "B") instead of a numeric score is an indication that your submission or portions of your submission are deemed unscorable in accordance with the PAL Submission Requirements. See "Incomplete Status and Condition Codes" below for more information. As indicated in the PAL Submission Requirements, any Task receiving a Condition Code *on any indicator* will be unscorable and reported overall as "Incomplete."

<u>*Rubric Scores*</u>: Each Rubric Score is the average of its collection of indicator scores. Note that the average value reported is truncated and not rounded.

Scored Rubrics receive a numeric score between 1 and 4, with a descriptor indicating the level of attainment for that rubric:

Rubric Score Range	Descriptor
1.00 to 2.09	Beginning
2.10 to 2.74	Developing
2.75 to 3.49	Meeting
3.50 to 4.00	Exceeding

<u>Overall Task Score</u>: Your Overall Task Score is the truncated (unrounded) average of all the Rubric Scores within that Task.

Scored Tasks receive a numeric score between 1 and 4.

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All Tasks must meet or exceed a threshold score of 2.1. In addition to a numeric score, your Task Score Summary report will indicate whether or not your Overall Task score met or exceeded the minimum threshold score of 2.1 by displaying a Status as indicated below:

When the overall Task Score is:	Status as displayed on the PAL Task Scores Summary area of your Score Report will be:
Not Available because the task was not scorable	Incomplete
Less than threshold	Does Not Meet Threshold
Greater than or equal to threshold	Meets or Exceeds Threshold

PAL Score Summary Report

The PAL Score Summary Report presents the highest score you have obtained for each PAL Task attempted to date, and your corresponding PAL Summary Score.

PAL Summary Score. The PAL Summary Score is the average of the Overall Task Score values (best attempts) of all four submitted and scored tasks. Note that the average value reported is truncated and not rounded. If you received a condition code for any indicator, the Task in which that Condition Code was assigned would not be included in the PAL Summary Score. Please see "Incomplete Status and Condition Codes" below for more information on the "Incomplete" designation.

In order to pass the PAL assessment, **each Task** must meet the minimum threshold score of 2.1, **and** the PAL Summary Score must meet or exceed the PAL passing score of 2.75.

When the PAL Summary Score is (and each task has met the 2.1 threshold):	Passing Status as displayed on your PAL Summary Score Report will be:
Not Available (not all Tasks were submitted and scored)	N/A
Equal to the PAL passing score (2.75) or higher	Passing
Less than the PAL passing score	Not Passing

Performance Description

This section describes your Task performance in relation to the indicator language. This information may help you identify your relative strengths and weaknesses.

Performance description information is provided only for any scored Tasks during this reporting period.

If a condition code has been applied to an indicator, the description provides information indicating the requirement(s) not met. Please see "Incomplete Status and Condition Codes" below for more information.

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Score Reporting

Your assessment results will be reported to the Massachusetts Department of Elementary and Secondary Education and, if applicable, the organization that you indicated as a score recipient when you registered.

Additional Information

Retaking one or more PAL Tasks. If a candidate's PAL Summary Score does not meet or exceed the PAL passing score of 2.75, as well as the task threshold score (2.1) on each of the 4 tasks, they may retake a task(s) to improve their individual task and overall score performance. Retakes based on scored tasks which did not meet the minimum threshold at the task or overall level, must include new or revised candidate materials where original candidate responses are required, and those candidate materials must not have been previously submitted for scoring.

Candidates who receive Condition Code(s) (indicating materials were not scorable), may re-create or revise materials for a retake that specifically address the reason(s) for receiving the Condition Code(s). See "What Should I Do if I Received a Condition Code?" below.

Incomplete Status and Condition Codes. Any indicator receiving a condition code will render the applicable Task "Incomplete." The following scoring rules will be applied if you receive a condition code on any indicator:

- Each indicator for which a Condition Code is assigned will receive a letter, instead of a numeric score, indicating which Condition Code was applied.
- Any Rubric containing an indicator with a Condition Code(s) will be reported as Incomplete.
- All other Rubrics within an Incomplete Task will receive a Condition Code X, indicating that no numeric score was assigned, due to Condition Code(s) elsewhere in the Task.
- Any Task containing an indicator with a Condition Code(s) will be reported as Incomplete.

You will be required to retake any task(s) reported as Incomplete (receiving a condition code on one or more indicators) in order to receive an Overall Task Score and a PAL Summary Score.

What Should I Do if I Received a Condition Code?

If you received a Condition Code, you should visit the program website for more information about next steps. These include:

- 1. Reviewing your rubric(s) that received a Condition Code with a faculty or program advisor.
- 2. Reviewing the Submission Requirements so that you understand how to correct your evidence for your rubric(s) that received a Condition Code.
- 3. Re-registering for the Task and submitting your updated evidence, correcting the Submission Requirement errors that you and your advisor identified.

Read more about next steps on the program website.