



Certified Evaluation Data TCSC Certified Appraisal Plan

September 8, 2020

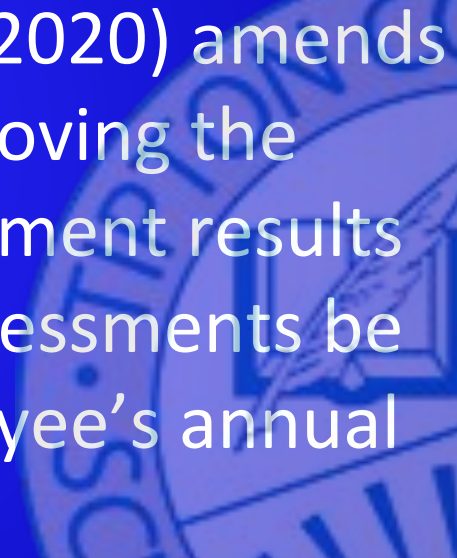
2019-2020 Annual Evaluation Statistics

Rating	Percentage	Number of Staff
Highly Effective	67%	81
Effective	31%	37
Improvement Necessary	2%	2
Ineffective	0%	0

2020-2021 Certified Appraisal Plan

- HEA 1002

House Enrolled Act (HEA) 1002 (2020) amends existing I.C. 20-28-11.5-4 by removing the requirement that student assessment results from statewide standardized assessments be used as part of a certified employee's annual evaluation performance plan.

The background of the slide features a faint, large-scale watermark of the Indiana State Seal. The seal is circular and contains the text "SCHOOL" and "COMMISSION" around its perimeter. In the center, there is a shield with a sunburst at the bottom, a clock tower on the right, and a book with a quill on the left.

2020-2021 Certified Appraisal Plan

I.C. 20-28-11.5-4 still requires school corporations to develop a plan for annual performance evaluations for each certified employee.



2020-2021 Certified Appraisal Plan

Plans must include performance evaluations for all certified employees conducted at least annually.

- Plans must include "rigorous" measures of effectiveness including observations and other performance indicators
- Plans must include an annual designation of each certified employee as either a) highly effective, b) effective, c) improvement necessary or d) ineffective.
- Plans must include an explanation of the evaluators recommendations for improvement and the time by which improvement is expected.
- Interlocals, Special Education cooperatives, Joint Career and Technical schools, charters and virtual charters are included as school corporations requiring plans.
- Each school corporation must submit a plan which will be published on the IDOE website.
- Legislation is not clear as to whether districts need 75% vote from teachers so it is recommended.

Probationary, Professional, and Established Teachers

Evaluation Summary	Any new teacher after July 1, 2012			All current teachers as of July 1, 2012
	Probationary	Professional		Established
Highly Effective	When rated <i>highly effective</i> or <i>effective</i> for three of five years, the teacher will move to <i>professional</i> .	Remains at the <i>professional</i> level.		Remains at the <i>established</i> level.
Effective	When rated <i>highly effective</i> or <i>effective</i> for three of five years, teachers will move to <i>professional</i> .	Remains at the <i>professional</i> level.		Remains at the <i>established</i> level.

Teacher Categories and Observations

	Highly effective/effective and/or professional/established	Ineffective/improvement necessary and/or probationary
Formal Walkthrough	One (1) per nine weeks with written feedback within 2 days	One (1) per nine weeks with written feedback within 2 days
Long Observations	Minimum one per year with written feedback within five school days and a post conference within seven school days.	Minimum two per year with written feedback within five working days and a post conference within seven school days.

Long Observation/Formal Walkthrough

Long Observation: An announced observation lasting a minimum of 40 minutes. Teachers will complete a pre-observation form. Long observations are accompanied by optional pre-conferences and mandatory post-conferences including written feedback within five school days of the observation.

Formal Walkthrough: Formal walkthroughs are unannounced lasting a minimum of 10 minutes will be conducted at least one per nine (9) weeks using Standard for Success Walkthrough Template .

Probationary, Professional, and Established Teachers

Improvement Necessary	Two consecutive may lead to dismissal.	Remains at the professional level. Any combination of three <i>improvement necessary or ineffective</i> ratings within five years may lead to dismissal for incompetence.	Remains at the <i>established</i> level. Any combination of three <i>improvement necessary or ineffective</i> ratings within five years may lead to dismissal for incompetence.
Ineffective	May be dismissed.	Moves back to <i>probationary</i> after one ineffective rating	Remains at the <i>established</i> level. Any combination of three <i>improvement necessary or ineffective</i> ratings within five years may lead to dismissal for incompetence. (Two consecutive ineffective ratings may also lead to

Ratings and Weights

	Rating (1-4)	Weight	Weighted Rating
Domain 1: Planning	3	10%	0.30
Domain 2: Instruction	2	75%	1.50
Domain 3: Leadership	3	15%	0.45
Final Score			2.25

The calculation here is as follows:

- 1) Rating x Weight = Weighted Rating
- 2) Sum of Weighted Ratings = Final Score

Summative Rating Formula

1 or more Long Observations

+

4 or more Formal Walkthroughs

100% of the Summative Evaluation



Questions?

