



Certified Evaluation Data TCSC Certified Appraisal Plan

August, 2021

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 Evaluation Statistics

Rating	%	# TES	# TMS	#THS	Total
Highly Effective	56%	35	8	12	60
Effective	38%	5	14	22	41
Improvement Necessary	4%	0	3	2	5
Ineffective		0	0	0	0

2021-2022 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.

2021-2022 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.

2021-2022 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.

What is new for
2021-2022?

Long Observations/Formal Walkthrough

Long Observations: The first semester observation will be at least forty (40) minutes in duration and will be pre-scheduled with the teacher. Teachers are expected to complete a Pre observation form before being observed. The second semester observation will not be pre scheduled and will be completed by March 15 of a school year. Observations will be followed with written feedback within five (5) school days and a post-conference within seven (7) school days.

Long Observations/Formal Walkthrough

Formal Walkthrough: A minimum of four formal walkthroughs (one (1) per nine weeks) which are unannounced and will be done by any trained evaluator, with written feedback will be provided within two (2) school days.

Semester Check-in

Semester Check in: Instead of observations, teachers who do not teach children on a daily basis will complete semester check-ins. The teacher will be asked to complete a self assessment of their performance using their performance rubric and provide evidence or data of completed assignments and responsibilities. The evaluator will also complete an assessment using the same performance rubric and schedule a meeting to discuss each semester's performance. Semester 1 check in shall be completed by December 15 and Semester 2 check in shall be completed by May 1.

Questions?

