





# Certified Evaluation Data TCSC Certified Appraisal Plan

August, 2025

# 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 Evaluation Statistics

Rating	%	# TES	# TMS	#THS	Total
Highly Effective	40%	19	9	11	39
Effective	58%	22	12	24	58
Improvement Necessary	>1%	1	2	0	3
Ineffective	>1%	0	1	0	1

# 2022-2023 Evaluation Statistics

Rating	%	# TES	# TMS	#THS	Total
Highly Effective	46%	25	13	15	53
Effective	51%	22	13	24	59
Improvement Necessary	>1%	1	0	1	2
Ineffective	0	0	0	0	0

# 2023-2024 Evaluation Statistics

Rating	%	# TES	# TMS	#THS	Total
Highly Effective	45%	23	6	14	43
Effective	54%	15	16	21	52
Improvement Necessary	1%	0	0	1	1
Ineffective	0	0	0	0	0

# 2024-2025 Evaluation Statistics

Rating	%	# TES	# TMS	#THS	Total
Highly Effective	54%	25	10	17	52
Effective	45%	11	14	18	43
Improvement Necessary	1%	1	0	0	1
Ineffective	0	0	0	0	0



# Key aspects of IC 20-28-11.5-4:

## **Plan Development:**

Each school corporation must create a plan for evaluating certificated employees annually.

## **Plan Components:**

The plan must include at least annual performance evaluations for all certificated employees and designate each employee into one of four rating categories:

**Highly Effective**

**Improvement Necessary**

**Effective**

**Ineffective**

## **Alternative Plans:**

School corporations can choose to adopt a pre-existing plan from a model like TAP or PAR, or they can use their own developed plan.

## **Evaluation Process:**

The plan must detail how evaluations will be conducted, including the discussion of the evaluation between the evaluator and the employee.

## **Evaluator Assignment:**

Employees can request a different evaluator if they choose.

## **Public Disclosure:**

The plan must be explained to the governing body in a public meeting before evaluations begin.

# 2025-2026 Certified Appraisal Plan

- Two Long Observations-One planned/One Unplanned
- Optional Pre-Observation Conference
- Required Post-Observation Conference with Evaluator
- At least 1 Walkthrough per grading period
- SMART Goal Pilot
- 90 Day Improvement Plan Option

# Questions?

