

Quick Reference Guide: Indiana Code and State Board Rule



**Staff Performance Evaluations**

IC 20-28-11.5 and 511 IAC 10-6

Who	ALL certificated employees (including principals and superintendents)
What	<ul style="list-style-type: none"> <li>• Annual evaluations and designation in rating categories                             <ul style="list-style-type: none"> <li>4 – Highly Effective</li> <li>3 – Effective</li> <li>2 – Improvement Necessary</li> <li>1 – Ineffective</li> </ul> </li> <li>• Observations and performance indicators                             <ul style="list-style-type: none"> <li>○ minimum of <b>two (2)</b> observations as part of formative evaluations that shall take place at reasonable intervals to ensure opportunity for growth</li> <li>○ defined timeline, process, and format for feedback toward growth opportunities</li> <li>○ explanation of evaluators’ recommendations for improvement</li> </ul> </li> <li>• Improvement plans for Improvement Necessary and Ineffective ratings</li> </ul>
When	<ul style="list-style-type: none"> <li>• Annual evaluations</li> <li>• Minimum of <b>two (2)</b> observations</li> </ul>
How	<ul style="list-style-type: none"> <li>• Annual evaluation calculations                             <ul style="list-style-type: none"> <li>○ observations</li> <li>○ performance indicators</li> <li>○ objective measures of student achievement and growth                                     <ul style="list-style-type: none"> <li>▪ student assessment results from statewide assessments for “tested” teachers</li> <li>▪ methods for assessing student growth for “non-tested teachers”</li> <li>▪ student assessment results from locally developed/adopted assessments and other test measures for “tested” and “non-tested” teachers</li> <li>▪ Individual Growth Measure (IGM) for grades 4-8 E/LA and math teachers → <i>primary</i> measure</li> </ul> </li> <li>○ negative impact                                     <ul style="list-style-type: none"> <li>▪ provision that a teacher who negatively affects student achievement and growth <i>cannot</i> receive a rating of Highly Effective or Effective</li> </ul> </li> </ul> </li> </ul>

**Teacher Compensation**

IC 20-28-9

Who	Teachers
What	<ul style="list-style-type: none"> <li>• Minimum salary; basis; supplemental payments                             <ul style="list-style-type: none"> <li>○ supplemental payment for master’s degree related to subject matter taught (math, reading, or literacy for elementary teachers) <i>in excess of</i> compensation model calculation</li> <li>○ compensation model comprised of a <b>combination</b> of factors</li> </ul> </li> </ul>
How	<ul style="list-style-type: none"> <li>• Compensation model calculations (combination = minimum two factors)                             <ul style="list-style-type: none"> <li>○ education and/or experience – no more than 33% combined</li> <li>○ evaluation results</li> <li>○ leadership roles</li> <li>○ academic needs of students</li> </ul> </li> </ul>

**Performance Awards**

IC 20-43-10-3

Who	Teachers* rated Highly Effective and Effective per evaluations compliant with IC 20-28-11.5
What	<ul style="list-style-type: none"><li>• One-time cash stipends<ul style="list-style-type: none"><li>○ supplemental payment; up to 50% may be added to base salary</li><li>○ must differentiate amounts between Highly Effective and Effective</li><li>○ awards are <i>not</i> subject to collective bargaining</li><li>○ award amount determined by governing body</li></ul></li></ul>
How	<ul style="list-style-type: none"><li>• Formula<ul style="list-style-type: none"><li>○ Achievement Test Qualifier<ul style="list-style-type: none"><li>▪ If pass rate is 75%-90% → then \$23.50 per passing score -OR-</li><li>▪ If pass rate is 90% and above → then \$47 per passing score -OR-</li><li>▪ If pass rate grows 1% → then \$160 per passing score</li></ul></li><li>○ Graduation Rate Qualifier<ul style="list-style-type: none"><li>▪ If grad rate is 75%-90% → then \$88 per graduate</li><li>▪ If grad rate is 90% and above → then \$176 per graduate</li><li>▪ If grad rate grows 1% → then \$1,000 per graduate</li></ul></li><li>○ Total Achievement Test Amount + Total Graduation Rate Amount = Total Performance Award</li></ul></li></ul>

\*Teachers are those whose primary responsibility is the instruction of students

**Preparation of Educators (Article 13, Rule 1)**

511 IAC 13-1-1

What	<ul style="list-style-type: none"><li>• Organization recognized by the state board to prepare educators to meet requirements for licensure</li></ul>
How	<ul style="list-style-type: none"><li>• Requirements<ul style="list-style-type: none"><li>○ offer at least one (1) approved licensure program</li><li>○ develop assessment system that includes all approved licensure programs</li><li>○ require program applicants to pass basic skills assessment in reading, writing, mathematics, or alternative approved by board</li><li>○ identify for department the name and contact information of program supervisor</li><li>○ provide annual report to department</li><li>○ meet national (NCATE/CAEP) and INTASC professional standards</li><li>○ programs must prepare candidates for meet REPA/REPA 3 standards</li><li>○ new licensure program proposals reviewed by the department and recommendations for approval made to state board</li><li>○ the department monitors program status and may reevaluate program at any time</li></ul></li><li>• Approved Program Assessment System<ul style="list-style-type: none"><li>○ must have state board approved assessment system</li><li>○ quality of program's applicants and programs must be evaluated</li><li>○ programs must collect and analyze data and applicant qualifications and performance of candidates, graduates, and overall program operation</li><li>○ data collection and analysis for evaluating and improving programs must be included</li></ul></li></ul>