



INDIANA UNIVERSITY

The INTASS Project Center on Education and Lifelong Learning

November 20, 2015

Dear Mr. Thalheimer,

It is with great pleasure that we write to inform you that Fairfield Community School Corporation has met the State Board of Education (SBOE) and the Indiana Department of Education (IDOE) criteria to be recognized as having achieved a status of EXEMPLARY for the development and implementation of the Fairfield Teacher Appraisal and Support System (F-TASS). Fairfield received 153 points out of 154 on the Indiana Teacher Appraisal System of Supports (INTASS) Fidelity of Implementation Scale. This scale measures the implementation of educator evaluation systems that have been developed using features that reflect best practices and high standards. The INTASS review team was impressed with the manner in which you and your teacher evaluation leadership team reviewed your educator evaluation plan and discussed its implementation in an open and collegial manner. Specifically, we were impressed with the following aspects of your plan and implementation:

- ✓ The staff survey results showed overwhelming agreement that your evaluation system is a supportive, collegial, and transparent system.
- ✓ Your process for developing classroom based assessments and the vetting process to analyze those assessments for rigor is exemplary. Additionally, your guidance form for developing SLO's is of high quality.
- ✓ The purposeful nature in which your district conducted a pilot year that provided an opportunity for staff feedback and data to guide successful plan implementation with staff support.
- ✓ Your role as Superintendent in meeting with each staff member about his or her evaluation is an example of supportive leadership.
- ✓ The mentor system for teachers validates the philosophy, belief, and purpose that evaluation should be collegial, collaborative and supportive.
- ✓ The training and support you have provided to your evaluators is extensive and on going.
- ✓ Your consideration of expanding the evaluation system to non-certified staff and the alignment of your teacher evaluation with administrator and Superintendent evaluations highlights the fact that you have an equitable system of high expectations and accountability across all staff.
- ✓ Your use of "divisions" for structuring the student learning measures and student data is innovative and helps the development of valid and reliable uses of student growth in the evaluation process.

As noted by your team during the implementation review, the Fairfield educator evaluation system has added value to the culture of teaching and learning in your district. You and your staff have experienced an increase in instructional effectiveness and teacher growth and development by engaging in meaningful, reflective dialogue as a result of high quality teacher evaluation experiences.

As Co-project directors of INTASS, we are also proud that you were one of our founding INTASS districts and have been involved from the beginning in supporting the principles and beliefs of INTASS.

After our notification of the SBOE and IDOE of Fairfield School Corporation's accomplishment, Fairfield will be on the agenda at the Feb. 3 State Board of Education meeting in Indianapolis. At that meeting, the SBOE will present you with a board resolution acknowledging this accomplishment recognizing the district's educator evaluation plan development and implementation as exemplary. We hope that you and a representative team from your district can attend.

Congratulations to you and your district for receiving this honor.

Sincerely,

A handwritten signature in cursive script that reads "Hardy Murphy".

Hardy Murphy, Co-project Director INTASS

A handwritten signature in cursive script that reads "Sandi Cole".

Sandi Cole, Co-project Director INTASS