

MEMORANDUM

TO: School Superintendents
FROM: Dr. Scott Syverson, Chief Talent Officer
Date: June 15, 2017
RE: Staff Performance Plans and Teacher Appreciation Grants (HEA 1001)

Background:

Accreditation Legal Standard 12 requires each public school corporation to provide a copy of its entire staff performance evaluation plan to the Indiana Department of Education (IDOE) by September 15th of each year. IDOE Educator Effectiveness staff conducts a basic statutory compliance review of all staff performance evaluation plans upon submission through DOE Online.

The state biennial budget bill (HEA 1001) outlines a few new requirements for school corporations which must be met in order to qualify for Teacher Appreciation Grant (TAG), formerly the Teacher Performance Grant. During the state fiscal year in which the TAG is awarded, the school corporation must have:

- Adopted an annual policy concerning the distribution of the TAG;
- Submitted the policy to the IDOE for approval by the date specified; and
- Received approval of the policy.

Guidance:

School corporations must submit their staff performance evaluation plans and TAG policies in accordance with the following guidelines:

- The staff performance evaluation plan and TAG policy must be submitted together as a single document by September 15, 2017.
- The TAG policy must provide that the amount of a stipend awarded to a teacher rated as Highly Effective must be at least 25% greater than the amount of a stipend awarded to a teacher rated as Effective.
- The TAG policy may differentiate between school buildings.
- A stipend to an individual teacher in a particular year is not subject to collective bargaining, but is discussable, and is in addition to the minimum salary or increases in the salary set under I.C.20-28-9-5.
- The governing body may provide that an amount not exceeding 50% of the amount of a stipend to an individual teacher in a particular state fiscal year becomes a permanent part

of and increases the base salary of the teacher receiving the stipend for school years beginning after the state fiscal year in which the stipend is received. The addition to base salary is not subject to collective bargaining, but is discussable.

The IDOE's Educator Effectiveness staff will review all plans and provide feedback as appropriate. Please remember that the staff performance evaluation plan and TAG policy must be jointly submitted in order to receive TAG funds.

If you have any questions, please contact Caitlin Beatson at cbeatson@doe.in.gov.