



INDIANA UNIVERSITY

The INTASS Project Center on Education and Lifelong Learning

December 11, 2015

Dear Mr. Jensen,

It is with great pleasure that we write to inform you that the Bartholomew Consolidated School Corporation (BCSC) 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 BCSC Teacher Evaluation System. BCSC reached 94% fidelity 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 district created a very unique locally developed plan that is grounded in the district values and instructional focus.
- ✓ The observation rubric was collaboratively designed and is researched based, using the principles from Universal Design for Learning (UDL) and Positive Behavior Interventions and Supports (PBIS).
- ✓ The supportive letters from national leaders in UDL was impressive.
- ✓ The staff survey results showed overwhelming agreement that your evaluation system is a supportive, collegial, and transparent system.
- ✓ The longitudinal survey data assessing perceptions and attitudes show an increased in teacher satisfaction.
- ✓ 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.
- ✓ The training and support you have provided to your evaluators is extensive and on going.
- ✓ The strong business partnership and business-school committee structures in Columbus afford a good opportunity to gather community perspectives of evaluation in education.
- ✓ Having teams of administrators conduct classroom observations affords opportunities for reflective dialogue about what they observed as well as an opportunity to practice scoring and rating with reliability.

- ✓ The district evaluations for teachers, administrators and Superintendent are aligned.
- ✓ School board training on the rubric to evaluate the Superintendent provides an example of how the district's beliefs for teacher evaluation carry through to the school board and Superintendent level.
- ✓ The variety of assessments being used for student learning data is a good example of multiple measures to determine a growth and achievement profile for individual students as well as a teacher's classroom (Standards-based report cards, state and district standardized assessments, common assessments)
- ✓ Gathering student feedback through the school-wide learner outcomes is a model for how student feedback can inform teacher evaluations.

As noted by your team during the implementation review, the BCSC 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 to the SBOE and IDOE of your district's accomplishment, BCSC 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 and 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,



Hardy Murphy, Co-project Director INTASS



Sandi Cole, Co-project Director INTASS

