

MEMORANDUM

To: Indiana School Superintendents and Principals

From: Rebecca Estes, Director of Leadership and Innovation

Date: May 15, 2020

Re: House Enrolled Act 1002 – Teacher Evaluations

Background:

House Enrolled Act (HEA) 1002 (2020) amends existing I.C. 20-28-11.5-4 by removing the requirement that student assessment results from statewide standardized assessments be used as part of a certified employee's annual evaluation performance plan.

Note: I.C. 20-28-11.5-4 still requires school corporations to develop a plan for annual performance evaluations for each certified employee.

Guidance:

The 2020 Indiana General Assembly removed the requirement to include objective measures of student achievement and growth to *significantly* inform evaluations. In doing so, the requirements include (1) student assessment results from statewide assessments for certificated employees whose responsibilities include instruction in subjects measured in statewide assessments; (2) methods for assessing student growth for certificated employees who do not teach in areas measured by statewide assessments; and (3) student assessment results from locally developed assessments and other test measures for certificated employees whose responsibilities may or may not include instruction in subjects and areas measured by statewide assessments were also removed.

In addition, the changes remove the requirement for the Indiana State Board of Education (SBOE) to establish the measures used to determine student academic achievement and growth. However, the changes call for SBOE to adopt rules that establish (1) the criteria that define each of the four categories of teacher ratings (Highly Effective, Effective, Needs Improvement, and Ineffective); (2) standards that define actions that constitute a negative impact on student achievement; and (3) an acceptable standard for training evaluators. In addition, the changes require the development of a model plan by the Indiana Department of Education (IDOE) to be released to school corporations.

Indiana's model plan, Rise 2.0, will be revised by IDOE in collaboration with districts to reflect the changes made in requirements by the 2020 General Assembly and released prior to July 1, 2020.

A School Corporation MAY Adopt:

- Indiana's model plan;
- A plan using master teachers or contracting with an outside vendor to provide master teachers;
- The System for Teacher and Student Advancement (TAP);
- The Peer Assistance and Review Teacher Evaluation System (PAR); or
- Another plan that meets the requirements in IC 20-28-11.5-4.
 - If a school corporation substantially modifies the revised state model plan (as defined within the model plan) or develops its own plan, IDOE may request that the school corporation submit the plan to ensure it meets the criteria below. Before submitting a substantially modified plan to IDOE, the governing body shall submit the staff performance evaluation plan to the teachers employed by the school corporation for a vote. If at least seventy-five percent (75%) of the voting teachers vote in favor of adopting the staff performance evaluation plan, the governing body may submit the staff performance evaluation plan to IDOE.

Staff Performance Evaluation Plans MUST:

- Be in writing;
- Be discussed with teachers or the teachers' representative, if there is one. This discussion is not subject to the open door law (IC5-14-1.5). The plan is not subject to bargaining, but a discussion of the plan must be held;
- Be explained to the governing body in a public meeting; before the evaluations are conducted; and
- Be submitted to IDOE annually (**September 15, 2020**) in order to qualify for any related grant funding.

Staff Performance Evaluation Plans MUST Include:

- Performance evaluations for all certificated employees, conducted at least annually;
- Rigorous measures of effectiveness, including observations and other performance indicators;
- An annual designation of each certificated employee in one (1) of the following rating categories: (A) Highly Effective. (B) Effective. (C) Improvement Necessary. (D) Ineffective;
- Discussion of the evaluation between evaluator and certificated employee;
- An explanation of the evaluator's recommendations for improvement, and the time in which improvement is expected;
- A provision that a teacher who negatively affects student achievement and growth cannot receive a rating of highly effective or effective; and
- A pre-evaluation planning session conducted by the superintendent or equivalent authority for the school corporation with the principals in the school corporation.

Staff Performance Evaluation Plans MAY Include Any of the Following:

- Test scores of students (both formative and summative);
- Classroom presentation observations;
- Observation of student-teacher interaction;
- Knowledge of subject matter;
- Dedication and effectiveness of the teacher through time and effort on task;
- Contributions of teachers through group teacher interactivity in fulfilling the school improvement plan;
- Cooperation of the teacher with supervisors and peers;
- Extracurricular contributions of the teacher;
- Outside performance evaluations;
- Compliance with school corporation rules and procedures; or
- Other items considered important by the school corporation in developing each student to the student's maximum intellectual potential and performance.

HEA 1002 is effective July 1, 2020. IDOE will update the [evaluation homepage](#) with the revised state plan and evaluation plan submission information prior to July 1, 2020.

If you have any questions, please contact Rebecca Estes by phone at (317) 232-7006 or through email at restes@doe.in.gov.

This bill was authored by Representative Anthony Cook. The full bill text can be found [here](#). Information regarding how to contact your legislators can be found [here](#).