

2019-2020 Annual Staff Performance Evaluation Plans

Pursuant to Executive Order 20-20, issued on Thursday, April 9, all school corporations, as defined in IC 20-28-11.5-3, shall finalize 2019-2020 staff performance evaluations using one of the two options below. A local education agency (LEA) will decide which option to use after considering capacity and conducting discussion. Schools will not be required to resubmit their Evaluation Plan or attain approval from the local governing body.

Conduct 2019-2020 Staff Performance Evaluations (Option One)

Using this option, LEAs may conduct staff performance evaluations for the 2019-2020 school year pursuant to their previously adopted Staff Performance Evaluation Plan. The following items shall ***not*** be considered for an evaluation conducted under this option during the 2019-2020 school year:

- Objective measures of student achievement and growth on statewide assessments;
- Local assessments that were not completed prior to the last day of in-person instruction; and
- Observations that were not conducted prior to the last day of in-person instruction.

Utilize 2018-2019 Staff Performance Evaluations (Option Two)

Using this option, finalized staff performance evaluations and summative evaluation ratings for the 2019-2020 school year shall be the same as those received for 2018-2019 school year.

The following two categories of teachers would need to have a new evaluation under Option One.

- Teachers who were placed on an Improvement Plan or Remediation Plan will receive a new evaluation for the 2019-2020 school year using Option One. The following items shall ***not*** be considered for an evaluation conducted under this option during the 2019-2020 school year:
 - Objective measures of student achievement and growth on statewide assessments;
 - Local assessments that were not completed prior to the last day of in-person instruction; and
 - Observations that were not conducted prior to the last day of in-person instruction.

Administrators and teachers shall follow the established Improvement Plan or Remediation Plan timelines.

- Teachers without a 2018-2019 evaluation and evaluation rating designation will need to be evaluated using Option One. The following items shall ***not*** be considered for an evaluation conducted under this option during the 2019-2020 school year:
 - Objective measures of student achievement and growth on statewide assessments;

- Local assessments that were not completed prior to the last day of in-person instruction; and
- Observations that were not conducted prior to the last day of in-person instruction.

Teachers with a 2018-2019 evaluation and evaluation designation from another district, after discussion with their evaluator, may elect to either (1) maintain the 2018-2019 school year's evaluation and evaluation rating designation from the previous school district, or (2) the teacher will receive a new evaluation for the 2019-2020 school year using Option One. If a new evaluation for the 2019-2020 school year is conducted, the following items shall ***not*** be considered for an evaluation conducted under this option during the 2019-2020 school year:

- Objective measures of student achievement and growth on statewide assessments;
- Local assessments that were not completed prior to the last day of in-person instruction; and
- Observations that were not conducted prior to the last day of in-person instruction.



Jennifer McCormick
Superintendent of Public Instruction
Indiana Department of Education



Brian Murphy
Executive Director
Indiana State Board of Education