



Indiana Department of Education

SUPPORTING STUDENT SUCCESS

Senate Enrolled Act 1 (SEA 1) enables all Indiana educators to receive evaluations that are annual, are objective, are based on multiple measures, and help them refine their teaching skills. This law also gives corporations the flexibility to pay teachers in a manner that reflects their experience as well as their contributions in the classroom and the school community. Each local school corporation will have a number of decisions to make in the upcoming school year. Based on those local decisions, each corporation will be expected to have an evaluation system and a compensation model in place that follows the SEAI guidelines for the 2012- 2013 school year. This handout is designed to help corporations begin to have important conversations about what the evaluation system and compensation model will look like.

LOCAL CONVERSATIONS- EVALUATIONS

- Multiple measures
What are the measures that would comprise a complete picture of each teacher's classroom performance?
- Data
What student performance measures will give the most accurate and fair picture of a teacher's most important work- helping students learn?
How much weight should it have?
How many data sources do you have or want to use?
Do you treat all teachers the same? (e.g. tested versus untested)
- Evaluators
Who will collect the information? Can it be multiple people?
What capacity do you have?
- Evaluation processes
How many observations/walk throughs are enough?
How will you give feedback, keep records, and tie individual results to professional development?

LOCAL CONVERSATIONS- COMPENSATION MODELS

- Factors
How will the factors be weighted? What will be the definitions of instructional leadership and academic needs?
- Process
What kind of model will be used?

Questions may be directed to the following:

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	PROBATIONARY	PROFESSIONAL
	<div style="border: 1px solid black; padding: 5px; margin: 0 auto; width: fit-content;"> Any new teacher after July 1, 2012 </div>	
HIGHLY EFFECTIVE	When rated <i>highly effective</i> or <i>effective</i> for three of five years, teacher will move to <i>professional</i> .	Remains at the <i>professional</i> level.
EFFECTIVE	When rated <i>highly effective</i> or <i>effective</i> for three of five years, teacher will move to <i>professional</i> .	Remains at the <i>professional</i> level.
IMPROVEMENT NECESSARY	Two consecutive may lead to dismissal.	Remains at the professional level. Any combination of three <i>improvement necessary</i> or <i>ineffective</i> ratings within five years may lead to dismissal for incompetence.
INEFFECTIVE	May be dismissed.	Moves back to <i>probationary</i> after one ineffective rating.

ESTABLISHED
<div style="border: 1px solid black; padding: 5px; margin: 0 auto; width: fit-content;"> ALL current teachers as of July 1, 2012 </div>
Remains at the <i>established</i> level.
Remains at the <i>established</i> level.
Remains at the <i>established</i> level. Any combination of three <i>improvement necessary</i> or <i>ineffective</i> ratings within five years may lead to dismissal for incompetence.
Remains at the <i>established</i> level. Any combination of three <i>improvement necessary</i> or <i>ineffective</i> ratings within five years may lead to dismissal. (Two consecutive <i>ineffective</i> ratings may also lead to dismissal.)