

# Indiana Educator Evaluation

## Stakeholder Design Committee 2015

### Vision Statement

***Educator evaluation in Indiana will be a collaborative system that strengthens teaching and learning by sustaining a culture of confidence and support for all stakeholders.***

### Belief Statements & Theory of Action

#### In order to be transparent and collaborative:

- The design and implementation of the educator evaluation system will include input from all stakeholders throughout the process.
- Training and guidance will be provided to districts to ensure that standards of quality for evaluation plan development and implementation are reached across the state.
- Responsibilities for post observation activities will be shared by both teacher and evaluators/administrators.

#### In order to be easy to explain and implement:

- The educator evaluation system will be simply written and reviewed by practitioners prior to implementing.
- Guidance documents will be written (revised/edited) in a user friendly format with clear explanation of the evaluation process.

#### In order to be fair and accurate:

- The education evaluation system will be based on quality research and professional teaching standards.
- Inter-rater reliability exercises will be conducted within districts.
- The educator evaluation system will use multiple measures.
- Training and guidance will be provided to stakeholders about different types of objective measures (i.e. student or school climate surveys).
- Multiple acceptable outcomes (i.e. growth or continuation of highly effective status) will be clearly defined and communicated.

#### In order to provide timely and meaningful feedback:

- The evaluation process will provide frequent opportunities for feedback between the evaluator and teacher.
- The educator evaluation system will prioritize the importance of providing timely feedback by requiring reasonable response time after observations.

#### In order to support continuous growth:

- Training and guidance will be provided to evaluators and teachers on the system and rubrics, including how to give and receive productive and constructive feedback which link directly with the rubric being used.
- Educator evaluation system will include a continuous communication process among all stakeholders, including an ongoing process for improvement of the system.
- Exemplars will be provided in the form of model districts who have equitable and efficient plans.
- Professional development will be provided regularly and in a manner that will insure consistency of instruction for every evaluator and teacher.
- Training and guidance will be provided to evaluators on how to support ongoing learning for teachers.