

Improving teacher evaluation in Indiana

Indiana SBOE's Strategic Planning Committee
Meeting

November 13, 2014

Agenda



Background on TNTP

Overview of TNTP's past work with RISE

Plan to support with teacher evaluation improvements

TNTP helps public schools, districts and states advance great teaching in four key areas, so teachers thrive and students excel.

OUR GOAL

Great teaching for every student

FOUR PRIORITIES FOR THE TEACHING PROFESSION



SUPPLY

strong new
teachers

Train and hire only new teachers who are consistently effective.



GROW

all teachers

Provide feedback and support that helps all teachers improve.



KEEP

top teachers

Ensure successful teachers stay and unsuccessful teachers leave.

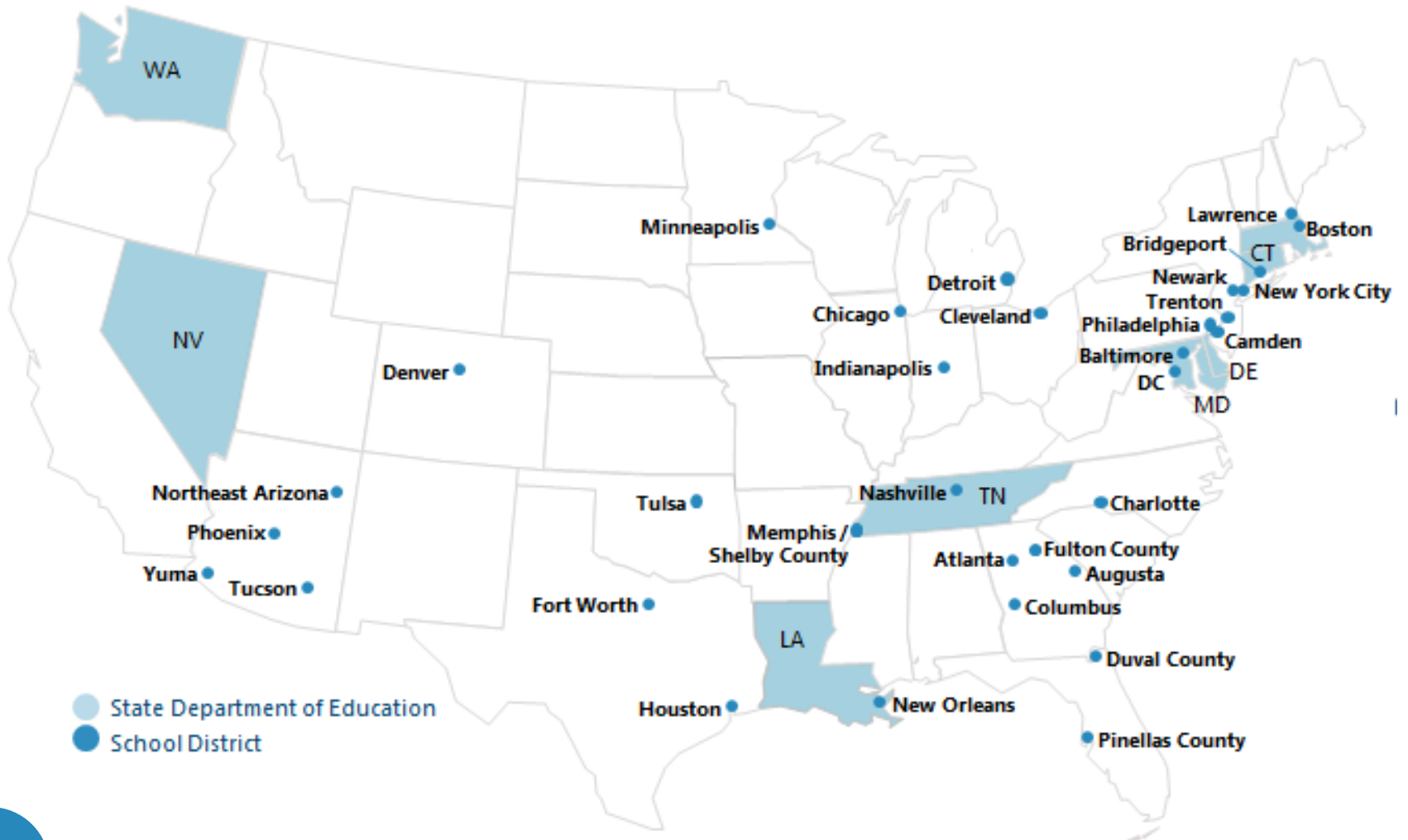


REACH

disadvantaged
students

Prioritize great teaching for high-poverty students.

TNTP currently operates in nearly three dozen cities, including many of the nation's largest.



In many of these engagements, we supported districts and states to design, implement and review teacher evaluation systems.

Agenda

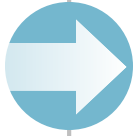
Background on TNTP



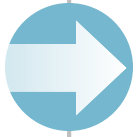
Overview of TNTP's past work with RISE

Plan to support with teacher evaluation improvements

TNTP supported with the design and implementation of RISE in Indiana from 2010-2012

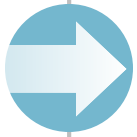


Beginning in 2010, TNTP worked with IDOE to design a multi-measure teacher evaluation system that develops, supports, and recognizes excellent teaching. The result of these efforts is the state's model evaluation system: RISE.

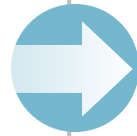


In 2011, TNTP supported with a robust pilot of RISE, which was piloted in 3 districts and dozens of schools state-wide.

- TNTP provided direct training on RISE to school and district leaders in each of the pilot districts.
- We also instructed Service Centers so that they could provide training to all districts after RISE was introduced statewide.



In 2012, TNTP conducted a quality review of SLO implementation across pilot districts and advised IDOE on potential improvements based on our findings, including ways to improve tools and support teachers.



Following the Pilot, TNTP supported with revisions to the evaluation system based in part on stakeholder feedback, which eventually resulted in the release of RISE 2.0.

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Overview of TNTP's past work with RISE



Plan to support with teacher evaluation improvements

We're excited to continue our partnership with Indiana to make teacher evaluation in Indiana even stronger

- Indiana's SBOE recently partnered with TNTP to assess the state's alignment to national best practices for teacher evaluation and collect stakeholder feedback on implementation challenges.
- Over the next four months, we will work closely with SBOE Staff to identify areas where Indiana's teacher evaluation law, regulations and state model can be improved and make the appropriate recommendations to the Board.



Our work will have 3 phases:



Phase 1: In advance of the legislative session, we will provide initial recommendations for strengthening the current law and rules governing teacher evaluation.

- Our *initial recommendations* will be based on our review of the law and administrative code, as well as our deep experience working with states and districts across the country to design and implement teacher evaluation systems.
- More *specific recommendations* will be fully developed over the next two months and will be based, in part, on further investigation into the implementation challenges schools and district face.

Key Dates for Phase 1:



December 3rd SBOE Meeting: We will present our *initial recommendations* to the SBOE. These initial recommendations will identify at a high level aspects of the law and administrative code that can be improved.

Phase 2: Beginning in December, we will engage stakeholders to gather feedback on the design and implementation of RISE and other evaluation systems in use.

- Working closely with SBOE Staff, we will identify critical stakeholders across the state and determine the most effective way to engage these individuals.
 - We may **survey** these individuals, if such a survey is not duplicative of the INTASS survey recently conducted.
 - We expect to conduct a **series of interviews and focus groups** with a diverse set of stakeholders to probe their experiences with RISE and locally-designed systems.
- Topics of inquiry will include the following components of evaluation implementation:
 - ✓ Training
 - ✓ Tools and resources
 - ✓ Design
 - ✓ Communication
 - ✓ Technology and support structures
 - ✓ Perception and buy-in

Key Dates for Phase 2:



Stakeholder engagement will begin in **early December** and conclude in **mid-January** to ensure feedback can be included in our final recommendations to the Board.

Phase 3: TNTP will make final recommendations to the SBOE and support a stakeholder design committee to execute on the proposed changes.

- Final, Policy Improvement Recommendations:
 - At the conclusion of these stakeholder engagement efforts, we will synthesize findings, identify implications and offer recommendations that align to national best practices.
 - We will then recommend policy improvements and identify whether they should be made through legislation, rule-making or through other agency action.
- Stakeholder Design Committee:
 - Should the Board adopt our recommendations, we will convene and facilitate a small stakeholder design committee to make changes based on the findings.
 - While the specific opportunities for improvement will be identified through the stakeholder engagement process, they may include making revisions to the RISE rubric, simplifying or revising the SLO process, clarifying certain processes in guidance or creating additional resources where needed.

Key Dates for Phase 3:



February 4th SBOE Meeting: We will present our all policy improvement recommendations to the SBOE.



March 31st: TNTP's current engagement concludes.

Over the next 4 months, TNTP will complete 3 phases of work that culminate in actionable recommendations to strengthen teacher evaluation in Indiana.

Phase of Work	Dates	Deliverables/Activities
Policy Review	Nov-Dec	<ul style="list-style-type: none">• Conduct a comprehensive review of PL 90 and accompanying regulations• Provide initial recommendations at Dec. 3rd SBOE meeting
Stakeholder Engagement	Dec - Jan	<ul style="list-style-type: none">• Conduct stakeholder outreach to gather feedback on the challenges of implementing RISE as well as locally-designed systems
Recommendations & Improvements	Feb - March	<ul style="list-style-type: none">• Provide detailed, policy improvement recommendations at Feb. 4th SBOE meeting• Convene and facilitate stakeholder design committee to make adopted changes

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