



# INDIANA STATE BOARD OF EDUCATION

**April 15, 2016**

## **Indiana State Board of Education Resolution Recognizing Northwestern School Corporation**

WHEREAS, Northwestern School Corporation has participated in the Indiana Teacher Appraisal System of Supports (INTASS) project, which offers support in designing, implementing, and monitoring teacher evaluation systems, training teacher evaluators, and supporting teachers to engage in evaluation and professional growth opportunities, and has embodied the principles and beliefs of INTASS; and

WHEREAS, the Northwestern Teacher Evaluation System has met the standards of state compliance in the teacher evaluation process; and

WHEREAS, the Northwestern Teacher Evaluation System has met the standards of quality plan development included in the INTASS Plan Development Rubric; and

WHEREAS, the Northwestern Teacher Evaluation System has exceeded the standards of implementation required in the INTASS Implementation Fidelity Scale; and

WHEREAS, the Northwestern Teacher Evaluation System has exemplified a supportive, collegial, and transparent system which has added value to the culture of teaching and learning in the district; and

WHEREAS, the purposeful nature in which the district conducted a pilot year provided an opportunity for staff feedback and data to guide successful plan implementation with staff support; and

WHEREAS, the district developed a teacher evaluation process built on a long history of effective and collaborative evaluations, including reflections by teachers following observation, and goal setting conferences with teachers at the beginning of the year, which provided an opportunity to discuss individual goals and emphasize the supportive nature of teacher evaluations; and

WHEREAS, the Northwestern Teacher Evaluation System use of teams of administrators to conduct classroom observations affords opportunities for reflective dialogue about observations, as well as an opportunity to practice scoring and rating with reliability; and

WHEREAS, the Northwestern Teacher Evaluation System use of a variety of assessments for student learning data is a good example of multiple measures to determine a growth and achievement profile for individual students.

NOW, THEREFORE, BE IT RESOLVED THAT, the Board recognizes the exemplary development and implementation of the Northwestern Teacher Evaluation System as a best practice in educator evaluation.



## INDIANA UNIVERSITY

### *The INTASS Project* Center on Education and Lifelong Learning

March 1, 2016

Dear Mr. Snoddy,

It is with great pleasure that we write to inform you that the Northwestern School Corporation has met the State Board of Education (SBOE) and the Indiana Department of Education (IDOE) criteria to be recognized as having achieved a status of EXEMPLARY for the development and implementation of the Northwestern Teacher Evaluation System. Northwestern reached 97% fidelity on the Indiana Teacher Appraisal System of Supports (INTASS) Fidelity of Implementation Scale. This scale measures the implementation of educator evaluation systems that have been developed using features that reflect best practices and high standards. The INTASS review team was impressed with the manner in which you and your teacher evaluation leadership team reviewed your educator evaluation plan and discussed its implementation in an open and collegial manner. Specifically, we were impressed with the following aspects of your plan and implementation:

- ✓ The staff survey results showed overwhelming agreement that your evaluation system is a supportive, collegial, and transparent system.
- ✓ The purposeful nature in which your district conducted a pilot year provided an opportunity for staff feedback and data to guide successful plan implementation with staff support.
- ✓ The development of a teacher evaluation process that built on a long history of effective and collaborative evaluations.
- ✓ The reflections completed by teachers following classroom observations provide an opportunity for reflective conversations in the post conference.
- ✓ The goal setting conferences with teachers at the beginning of the year provide teachers and evaluators an opportunity to discuss individual goals and emphasize the supportive nature of teacher evaluations at Northwestern.
- ✓ The high number of walk-throughs required as a part of your plan provides an opportunity for the evaluator to observe multiple lessons across multiple contexts.
- ✓ The district has a strong oversight committee and process which allows for the district to continually review implementation.
- ✓ The training and support you have provided to your evaluators is extensive and on going.
- ✓ District evaluators have engaged in training on providing feedback that has created a culture of trust and support.

- ✓ Having teams of administrators conduct classroom observations affords opportunities for reflective dialogue about what they observed as well as an opportunity to practice scoring and rating with reliability.
- ✓ The variety of assessments being used for student learning data is a good example of multiple measures to determine a growth and achievement profile for individual students.

As noted by your team during the implementation review, the Northwestern educator evaluation system has added value to the culture of teaching and learning in your district. You and your staff have experienced an increase in instructional effectiveness and teacher growth and development by engaging in meaningful, reflective dialogue as a result of high quality teacher evaluation experiences.

As Co-project directors of INTASS, we are also proud that you were one of our founding INTASS districts and have been involved from the beginning in supporting the principles and beliefs of INTASS.

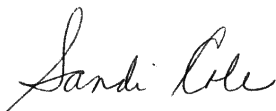
After our notification to the SBOE and IDOE of your district's accomplishment, Northwestern will be on the agenda at a future State Board of Education meeting in Indianapolis. At that meeting, the SBOE will present you with a board resolution acknowledging this accomplishment and recognizing the district's educator evaluation plan development and implementation as exemplary. We hope that you and a representative team from your district can attend.

Congratulations to you and your district for receiving this honor.

Sincerely,



Hardy Murphy, Co-project Director INTASS



Sandi Cole, Co-project Director INTASS