

# INTASS: Indiana Teacher Appraisal Support System



INTASS employs a flexible and collaborative process to advise districts as they work with stakeholders to design and implement a teacher appraisal system that meets and exceeds the requirements of Indiana legislation. INTASS is not a “model” but provides guiding questions, makes recommendations regarding best practices, and facilitates reflective conversation as districts design and implement systems that best meet their needs. The INTASS process incorporates the concepts of **Equity, Effectiveness and Efficiency** as fundamental to the development of high quality evaluation systems. **Equity** ensures a system that is fair to teachers and guarantees the opportunity for all students to benefit. **Effectiveness** in the system optimizes instructional excellence and academic achievement and provides teachers with high quality feedback for professional growth and the improvement of instruction. **Efficiency** ensures that the system is designed for consistent, comprehensive and manageable implementation in transparent and predictable ways.

These concepts guide a planning process to develop an evaluation system defined by these seven principles:

1. *Fair and accurate evidence-based evaluations about the teaching and learning process.*
2. *Valid assessments of student growth.*
3. *Multiple measures to determine student learning.*
4. *Productive professional dialogue among teachers and administrators to ensure continuous improvement.*
5. *Methods and strategies to increase stakeholder confidence.*
6. *Procedures to address anomalies and inconsistencies in the implementation process.*
7. *Collegial decision-making and support for all stakeholders.*

IN-TASS has allowed us to define our core beliefs for student and teacher expectations. The collaboration we have has brought forth a new perspective on teacher evaluation. It has allowed us to have very open and honest discussions regarding our thoughts on the qualities that a teacher needs to be exemplary.

*High School Principal*

INTASS provided the opportunity to come together and network with districts that were grappling with similar issues and working towards common goals.

*Superintendent*

IN-TASS has provided sound fundamental guidance and suggestions in a time of uncertainty.

*Teacher Association President*

It is especially helpful to have trusted leaders from outside the district as facilitators because it is clear that they had “no skin in the game” and therefore were providing direction and guidance based not on their role in the district but on their expertise”.

*Teacher*

**For more information contact Dr. Sandi Cole: [cmcole@indiana.edu](mailto:cmcole@indiana.edu)**



**INDIANA UNIVERSITY**

INTASS

Center on Education and Lifelong Learning