

TO: The Indiana State Board of Education's Strategic Planning Committee
FROM: Jessica Conlon, Project Director, Strategy, Systems & Policy, TNTP
DATE: December 11, 2014
RE: Update on Stakeholder Engagement
CC: Ashley Cowger, Director of Program Development, Center for Education & Career Innovation

Introduction

As we recently shared at the December 3, 2014 State Board of Education (SBOE) Meeting, the SBOE has 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 course of our engagement, we will work 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 three phases, which are outlined in the table below.

Phase	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 - Mar	<ul style="list-style-type: none"> Provide detailed, policy improvement recommendations at Feb. 4th SBOE meeting Convene and facilitate a stakeholder design committee to make adopted changes

We are currently in the midst of Phase 2: Stakeholder Engagement. Below is a detailed update about this phase of our work.

Current Status of Stakeholder Engagement

Over the course of the next several weeks, we will be connecting with a variety of stakeholders about their experiences and perspectives on Indiana's teacher evaluation system. The primary objective of this phase of our work is to learn more about implementation challenges that have arisen over the last two years.

Participants

Gathering input from a variety of stakeholders is essential to identifying both the pain points and possible solutions to implementation challenges. Therefore, we have worked closely with SBOE staff to identify key stakeholders with the intention of being as inclusive as possible. Our goal is for the following types of stakeholders to have the opportunity to share their experiences, perspectives and expertise:

- Teachers
- Principals
- Superintendents or other System-level Administrators
- School Board Members
- Department of Education Staff who specialize in teacher evaluation
- External Partners with expertise in teacher evaluation

Among the educator and administrator participants, we are striving to ensure there is representation from the following:

- Rural, suburban, and urban schools and districts from across the state
- Traditional public and public charter schools
- Schools that have adopted RISE, TAP, modified RISE and locally-created evaluation plans
- Schools that were part of the RISE pilot and those that adopted RISE after the pilot concluded

Engagement Strategy

Because the Center on Education and Lifelong Learning (CELL) recently surveyed educators across the state to gauge their perceptions and beliefs about the State's evaluation policies and practices, we decided not to conduct another survey for fear of being duplicative. Instead, we have opted to engage with stakeholders through focus groups and individual conversations, where appropriate. We believe this approach will allow us to build off of the State's previous stakeholder engagement efforts, including CELL's survey, and delve deeper into stakeholder beliefs and experiences in ways that are possible only through in-person discussions.

Formal focus group discussions will begin on December 17 and should run through the middle of January. During this time frame, we expect to hold seven focus group discussions around the state. We are strategically offering focus group opportunities in several locations to accommodate participants.

Additionally, to ensure we connect with the maximum number of teachers, principals, superintendents and school board members possible in our short timeframe, we are coordinating with the following groups:

- Indiana School Board Association
- Indiana Association of Public Schools Superintendents
- Indiana Association of School Principals
- Teacher Ambassadors

Our hope is to be able to use the groups' regular meetings to host focus group discussions.¹ Leveraging these regular meetings provide two advantages. First, we will reach a significant number of educators who are already engaged in education policy through their membership to these associations. Second, we will be better able to tailor the discussion topics in these forums to the participants' particular interests, expertise and experiences. We are grateful to these organizations for their cooperation and support.

Confirmed Focus Groups *(as of December 11, 2014)*

Below are the confirmed focus groups as of December 11, 2014. However, we expect that several others will be scheduled by the Strategic Planning Committee Meeting on December 18, 2014. We can provide an updated schedule to the Committee Members at that time.

¹ Three of these groups have already committed to letting us use one of their regular meetings for a focus group discussion. We are still trying to make contact with the leader of one of the groups, and hope to have confirmed meeting times by December 19, 2014.

Session	Location	Participant Type(s)	Date/Time
Evansville	Evansville Vanderburgh School Corporation (EVSC)	<ul style="list-style-type: none"> Local Superintendents 	Wednesday, December 17, 2014 1:00 PM to 2:30 PM CT
Indianapolis – Session 1	Institute for Quality Education	<ul style="list-style-type: none"> Principals Superintendents and other System-level Administrators External Partners Teachers 	Thursday, December 18, 2014 10:00 AM - 11:30 AM ET
Indianapolis – Session 2	Indianapolis Government Center South	<ul style="list-style-type: none"> IDOE Staff Superintendents Principals External Partners 	Thursday, December 18, 2014 3:00 PM to 4:30 PM ET

Conclusion

We appreciate the opportunity to support Indiana in its effort to improve its already exemplary teacher evaluation policies and practices. These stakeholder discussions will be invaluable in helping us to refine our final recommendations. We look forward to sharing our findings with the Strategic Planning Committee in January and with the full Board in February.