



INDIANA UNIVERSITY

The INTASS Project Center on Education and Lifelong Learning

4/20/16

Dear Dr. Woodson and Dr. Milleman,

It is with great pleasure that we write to inform you that MSD Washington Township (MSDWT) has met the State Board of Education (SBOE) and the Indiana Department of Education (IDOE) criteria to be recognized as having achieved EXEMPLARY status for the development and implementation of the MSDWT Teacher Evaluation System. MSDWT reached a high level of 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 various documents and internal structures to communicate information about teacher evaluation in a timely and transparent fashion have resulted in a clear understanding of expectations among teachers.
- ✓ The “Email Inbox” provides a clear way for teachers to directly email Human Resources with questions concerning the evaluation system.
- ✓ The observation rubric provides clear examples and is aligned with the district’s focus on International Baccalaureate.
- ✓ The belief statements are very clear and focused on growth and support.
- ✓ The guidance document for artifacts is clear and comprehensive.
- ✓ The MSDWT Guidebook as an on-line guidance resource is exceptional. It has been a model for the state.
- ✓ All Evaluators have completed the INTASS Level 1 Modules and the district has provided additional evaluator training and support that is extensive and on going.
- ✓ The district has an oversight committee that meets regularly and reviews the district plan and implementation.
- ✓ The district has provided for the tracking and discussion of inter-rater reliability, which indicates a desire to ensure valid and reliable evaluation ratings.

As noted by your team during the implementation review, the MSDWT educator evaluation system has added great 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.

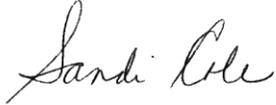
After our notification to the SBOE and IDOE of your district's accomplishment in teacher evaluation, MSD Washington Township will be honored at an upcoming State Board of Education meeting in Indianapolis. At that meeting, the SBOE will present you with a resolution acknowledging this accomplishment 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 distinction.

Sincerely,

A handwritten signature in cursive script that reads "Hardy Murphy".

Hardy Murphy, Co-project Director INTASS

A handwritten signature in cursive script that reads "Sandi Cole".

Sandi Cole, Co-project Director INTASS



INDIANA STATE BOARD OF EDUCATION

September 7, 2016

Indiana State Board of Education Resolution Recognizing MSD Washington Township (MSDWT)

WHEREAS, MSD Washington Township (MSDWT) has participated in the Indiana Teacher Appraisal Systems 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, MSDWT Teacher Evaluation System has met the standards of state compliance in the teacher evaluation process; and

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

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

WHEREAS, MSDWT Teacher Evaluation System has exemplified a supportive, collegial, and transparent system that has provided the district with tracking and discussion of inter-rater reliability, indicating a desire to ensure valid and reliable evaluation ratings; and

WHEREAS, MSDWT Teacher Evaluation System has demonstrated through various documents and internal structures their ability to communicate information about teacher evaluation in a timely and transparent fashion, it has resulted in a clear understanding of expectations among teachers; and

WHEREAS, the district has developed an oversight committee that meets regularly and reviews the district plan and implementation which includes belief statements that are very clear and focused on growth and support, a guidance document for artifacts that is clear and comprehensive, and an observation rubric that provides clear examples and is aligned with the district's focus on International Baccalaureate; and

WHEREAS, the district has provided additional evaluator training and support that is extensive and ongoing, and all Evaluators have completed the INTASS Level 1 Modules exemplifying their commitment to further achievement as educators; and

WHEREAS, the MSDWT has an exemplary Guidebook that is used as an on-line resource and has been used as a model for the state, MSDWT has also developed an "Email Inbox," to provide a clear way for teachers to directly email Human Resources with questions concerning the evaluation system; and

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