

FAQs

The Indiana Department of Education has provided guidance on many questions that have surfaced within the past year. This guidance can be found at: <http://www.doe.in.gov/improvement/educator-effectiveness/evaluation-law-and-guidance> It should be noted that these documents are guidance documents and not law. The Indiana legislation allows a great deal of flexibility at the local level with opportunities for district to make local decisions regarding many aspects of the legislation.

1. *What does the law say about teacher evaluations?*

- Public Law 90: <http://www.doe.in.gov/improvement/educator-effectiveness/evaluation-law-and-guidance>
- Final Rule: <http://www.doe.in.gov/sites/default/files/educator-effectiveness/final-rule-lsa-11-405-f.pdf>

2. *What happens with the seniority structure and pay?*

- Wage and wage related benefits will still be negotiated
- P.L. 90-2011 changes how teachers will receive compensation. The law 1) Eliminates the requirement that a teacher's minimum salary each school year must be based on education, experience and degree completed; 2) There are no longer any requirements regarding the basis of a teacher's beginning salary with a school corporation and 3) Requires that "salary" is a mandatory subject of collective bargaining and as such, a school corporation must negotiate a teacher's beginning salary.
- Salary increases or increments will be based on a combination of factors:
 - ✓ A teacher's experience
 - ✓ Education: **The combination of Education and Experience cannot account for more than 33% of the calculation to determine a teacher's increase.*
 - ✓ Teacher Evaluation
 - ✓ Instructional Leadership Role (Teachers supporting teachers)
 - ✓ Academic Needs of Students (Teachers supporting students)
- Salaries won't be lowered by the new system as of July 1, 2015
- Teachers can find more information at <http://www.doe.in.gov/improvement/educator-effectiveness/compensation-systems>

3. *Does the state require a quota number of teachers to dismiss and target more experienced teachers?*

- There is no state language to this effect
- The philosophy and beliefs around teacher appraisals are developed locally. Please refer to MCCSC belief statements and purpose statement for teacher appraisals.

4. *How do I get a good rating?*

- The evaluation committee will be developing the components of the appraisal system.

- There will be professional development provided to teachers so that there is “teacher certainty” around the various aspects of the district’s appraisal plan and ratings for teachers.

5. *How will standardized tests (ECA & ISTEP) affect my rating?*

- Student data will be part of the rating for all teachers
- ECA & ISTEP is required by law for teachers who teach in these areas
- Locally developed assessments can be employed.
- Standardized assessments will not be the only measure that teachers can use to show student growth.
- There will be multiple measures (beyond ISTEP and ECA) that teachers will be able to use.
- Committee believes that professional practice rubric is the most important part of the rating.

6. *How will administrators have time?*

- Educational leadership will have to change to accommodate the model

7. *How often and how long will I be evaluated?*

- The number of classroom observations and length of observations will be determined by the evaluation committee. In addition to classroom observations, teachers will be able to provide other “evidence” to inform their evaluation.

8. *Will the PLCs conflict with this and will people be in competition?*

- Please refer to the belief statements for MCCSC teacher evaluations.
- The purpose of the system will be to support the PLC collaboration process

9. *How will student teachers/FMLA impact evaluations?*

- IDOE guidance for student teachers can be found at:
<http://www.doe.in.gov/sites/default/files/educator-effectiveness/guidancestudent-teachers-final.pdf>
IN-TASS recommends that if teacher’s accept student teachers, that the experience is more of a “co-teaching” experience.
- IN-TASS suggests the following for FMLA:
The evaluations for teachers who are on leave of absence will be suspended during the leave. If the teacher has been on the job for a minimum of 162 days, a rating would be based on available data. If teacher has been on the job less than 162 days, the principal and teacher will mutually determine whether to continue a suspended plan or develop a new one upon return to employment.

10. *Am I responsible for students with excessive absences/transient students?*

- The committee is discussing language around extenuating circumstances that would be applied in such situations.

11. Who will evaluate?

- MCCSC Administrators will be evaluators

12. Will students with disabilities or students on free or reduced lunch or high ability students negatively impact my rating?

- The Committee is looking at systems that will be fair and not penalize teachers who are teaching high or low ability students