Evaluation Requirement and Timeline Extension Request

A grant requirement for the Transformation Model of the TTIPS / SIG is to have a rigorous, transparent, and equitable evaluation system for principals and teachers. One factor that this system **must** incorporate is data collected from student academic growth. Other elements include multiple observation-based assessments of performance, ongoing collections of data on professional practice reflective of student achievement, and increased high school graduation rates.

The purpose of this document is to assist in determining whether the newly-designed LEA evaluation system addresses the fundamental requirements for a locally-developed appraisal system. The final questions of the document provide an opportunity for an LEA to request a timeline extension to implement the locally-developed evaluation system. Please read each question and carefully consider whether the requirements are clearly and comprehensively addressed. As required by the USDE, your responses to the questions will be used to distinguish among LEAs who have met the requirements, those that are making sufficient progress toward meeting the requirements, and those that have minimal or no progress to meet the requirements. For the purposes of responding to these questions, the term *evaluation* encompasses the entire process, plan, and outcome to enact a locally-developed evaluation.

PART I - Please complete a separate form for each transformation campus.

Name of LEA or Charter School:

Campus Name:

Contact Person:

Contact Person E-mail:

1. Is there a formal timeline to assure the development and implementation of the evaluation by 2012-2013?

○ Yes - Please provide a detailed explanation of the development and implementation timeline.

○ In development - Please provide a detailed explanation of the progress toward the development and implementation timeline.

○ No - Please provide in detail the next steps to meet this grant requirement.

Describe the timeline for development and implementation of the evaluation or next steps to meet this grant requirement.

2. Is student academic growth data included as a measure for the evaluation?

○ **Yes** - Please identify all data measures used for the evaluation specifically indicate student academic growth data.

○ **In development** - Please provide a detailed explanation of the progress toward selection of measures for the evaluation, including specific consideration of student academic growth data.

○ **No -** Please provide, in detail, the next steps to meet this grant requirement.

Describe the data measures used for the evaluation, progress toward the selection of measures or next steps to meet this grant requirement.

3. Was there a process in place to allow input from teachers and principals in the development and vetting of the evaluation?

○ **Yes -** Please describe the process used to allow input from teachers and principals.

○ **In development -** Please describe what actions have been implemented to allow for input from teachers and principals.

○ **No -** Please provide, in detail, the next steps to meet this grant requirement.

Describe the process or actions used to allow input from teachers and principals in the development of the evaluation; or next steps to meet this grant requirement.

4. Has there been transparent communication regarding the design, development, and outcome of the evaluation ?

○ **Yes -** Please describe, in detail, the communication plan implemented to assure transparency of the evaluation development and outcomes.

○ **In development -** Please describe, in detail, current efforts regarding transparent communication of the evaluation development and / or outcomes.

○ **No -** Please provide, in detail, the next steps to meet this grant requirement.

Describe the communication plan that was implemented or current efforts regarding the transparent communication of the evaluation development; or next steps to meet this grant requirement.

5. Does the evaluation link outcomes to personnel decisions such as, but not limited to, retention, reward, compensation, and dismissal?

    ○ **Yes -** Please describe, in detail, personnel decisions that will be made based on evaluation results.

    ○ **In development -** Please describe, in detail, all deliberations being made to link personnel decisions to evaluation outcomes.

    ○ **No -** Please provide, in detail, the next steps to meet this grant requirement.

Describe personnel decisions that will be made or are being considered based on evaluation outcomes; or next steps to meet this grant requirement.

6. Please indicate your current status in the development of the local evaluation system.

    ○ **Fully Implemented**

    ○ **Some Progress**

    ○ **Minimal Progress**

PART II - Complete ONLY if Requesting the Timeline Extension

    ○ **A timeline extension is requested**

7. Will the LEA be participating in the Professional Development and Appraisal (PDAS) Pilot?* (required if a timeline extension is requested and only minimal progress has been made; optional if some progress has been made).

    ○ **Yes**

    ○ **No**

        *The proposed redesign of PDAS incorporates the SIG requirements. For more information, contact Viviana Lopez at Viviana.lopez@tea.state.tx.us or visit http://www.tea.state.tx.us/eip.aspx

Please email this document to the Division of School Improvement and Support (sisdivision@tea.state.tx.us) by Monday, **April 23, 2012.**