

	SIG Teacher/Principal Evaluation Requirements	How the TEA enhanced and revised Professional Development and Appraisal (PDAS) evaluations meet requirements
1	Is there a formal timeline to assure the development and implementation of the evaluation by 2012-13?	Yes. The Teacher Evaluation Workgroup has done an extensive review of evaluation across the country. Current plans call for development of an observation instrument, extension of the student growth measures being developed by Project on Educator Excellence and Quality (PEEQ), training for evaluators and teachers, and evaluation of the pilot. Support for SIG campuses will provide for complete development of evaluation system during the 2011-12 school year. Pilot with all teachers and principals in the 2012-13 school year. Full implementation during the 2013-14 school year (including decisions at the local level regarding, for example, retention, promotion, compensation, and rewards).
2	Is student academic growth data included as a measure for the evaluation?	Yes. TEA contracted with the University of Texas LBJ School of Public Affairs to construct a measure of student growth in accordance with TEC §21.045 for the 2010-11 school year. Based on lessons from that effort, TEA is soliciting another contractor to provide similar, evolved analysis of 2011-12 data, and possibly data from succeeding years. To the extent practicable, these data will be included as a measure for the evaluation.
3	Was there a process in place to allow input from teachers and principals in the development and vetting of the evaluation?	Yes. The TEA created the Teacher Effectiveness Workgroup (TEW) combining expertise from TEA, Texas Comprehensive Center, Educate Texas and ESC 13 to guide the development of the instrument. The TEW convened a Teacher Appraisal Advisory Committee (TAAC) consisting of teachers and principals from across Texas to provide input into the development of the evaluation system. Finally TEA is briefing representatives of teacher and administrator organizations on progress in developing the evaluation on a periodic basis. LEAs that apply to participate in the PDAS pilot must share the process and new PDAS system with local principals and teachers in compliance with USDE requirements.
4	Has there been transparent communication regarding the design, development, and outcome of the evaluation?	4. Yes. See above. LEAs opting to participate in the PDAS pilot must explain to TEA how they communicated the design, development and outcome of the evaluation with staff.

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5	Does the evaluation link outcomes to personnel decisions such as retention, reward, compensation, and dismissal?	As personnel decisions such as retention, reward, compensation, and dismissal are local decisions, an LEA opting to participate in the statewide enhanced and redeveloped PDAS, will need to provide a description of how they will link evaluation outcomes to personnel decisions.																										
6	Is adequate progress being made towards the development of the local evaluation system in order to meet the grant requirement of being fully implemented by the 2013-14 school year?	<p>Yes. This is the anticipated timeline:</p> <table border="1" data-bbox="907 428 1982 1179"> <tbody> <tr> <td data-bbox="907 428 1205 467">March-May, 2012</td> <td data-bbox="1205 428 1982 467">Instrument Development</td> </tr> <tr> <td data-bbox="907 467 1205 542">March-June, 2012</td> <td data-bbox="1205 467 1982 542">Student academic growth measures developed based on TAKS & 2010-11 data</td> </tr> <tr> <td data-bbox="907 542 1205 581">April-July, 2012</td> <td data-bbox="1205 542 1982 581">Training materials developed</td> </tr> <tr> <td data-bbox="907 581 1205 620">August 2012</td> <td data-bbox="1205 581 1982 620">Evaluator and administrator training</td> </tr> <tr> <td data-bbox="907 620 1205 659">August 2012</td> <td data-bbox="1205 620 1982 659">Teacher training</td> </tr> <tr> <td data-bbox="907 659 1205 698">September 2012</td> <td data-bbox="1205 659 1982 698">System pilot and evaluation</td> </tr> <tr> <td data-bbox="907 698 1205 805">November 2012</td> <td data-bbox="1205 698 1982 805">Release and evaluation of 2011-12 STAAR student achievement data. Modification of models as needed.</td> </tr> <tr> <td data-bbox="907 805 1205 880">April 2012</td> <td data-bbox="1205 805 1982 880">Analysis of 2011-12 STAAR student academic growth data complete</td> </tr> <tr> <td data-bbox="907 880 1205 919">May-June, 2013</td> <td data-bbox="1205 880 1982 919">Evaluation feedback and revision</td> </tr> <tr> <td data-bbox="907 919 1205 958">May-July, 2013</td> <td data-bbox="1205 919 1982 958">Training material revision</td> </tr> <tr> <td data-bbox="907 958 1205 997">August 2013</td> <td data-bbox="1205 958 1982 997">Updated teacher and evaluator training</td> </tr> <tr> <td data-bbox="907 997 1205 1104">November 2013</td> <td data-bbox="1205 997 1982 1104">Release and evaluation of 2012-13 STAAR student academic growth data. Modification of models as needed.</td> </tr> <tr> <td data-bbox="907 1104 1205 1179">April 2014</td> <td data-bbox="1205 1104 1982 1179">Analysis of 2012-13 STAAR student academic growth data complete.</td> </tr> </tbody> </table>	March-May, 2012	Instrument Development	March-June, 2012	Student academic growth measures developed based on TAKS & 2010-11 data	April-July, 2012	Training materials developed	August 2012	Evaluator and administrator training	August 2012	Teacher training	September 2012	System pilot and evaluation	November 2012	Release and evaluation of 2011-12 STAAR student achievement data. Modification of models as needed.	April 2012	Analysis of 2011-12 STAAR student academic growth data complete	May-June, 2013	Evaluation feedback and revision	May-July, 2013	Training material revision	August 2013	Updated teacher and evaluator training	November 2013	Release and evaluation of 2012-13 STAAR student academic growth data. Modification of models as needed.	April 2014	Analysis of 2012-13 STAAR student academic growth data complete.
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