

## Waiver – LEA Timeline Extension Information

**Purpose of the Waiver:** To provide a local education agency (LEA) that is implementing a transformation model with School Improvement Grant (SIG) funds with additional time to meet the teacher and principal evaluation requirement in section I.A.2(d)(1)(i)(B) of the SIG final requirements

**Eligible for Waiver:** Any LEA that received School Improvement Funds to implement the Transformation Model as part of Cycle 1 (2010-2011) or Cycle 2 (2011-2012) that demonstrates sufficient commitment to, and progress in, implementing principal and teacher evaluation systems and the ability to meet the timelines for developing and implementing such systems (as described in the USDE Granted Waiver Requirements below)

### USDE SIG Evaluation Waiver Requirements:

- Complete development of evaluation system during the 2011-2012 school year
- Pilot with all teachers and principals no later than the 2012-2013 school year
- Full implementation during the 2013-2014 school year (including decisions regarding, for example, retention, promotion, compensation, and rewards)

### Teacher/Principal Evaluation Information and Timeline Extension Requirements:

1. **Complete Part I of the Evaluation Requirements and Timeline Extension Request document.** The purpose of this section of the document is to assist in determining if the proposed LEA evaluation system addresses the fundamental requirements for a locally-developed appraisal system. The responses to these questions will distinguish among LEAs who have a system in place that already meets the requirements (Fully Implemented), those that are making sufficient progress toward meeting the requirements (Some Progress), and those making minimal or no progress toward meeting the requirements (Minimal Progress).

To fulfill USDE reporting requirements, TEA requests that **all LEAs** implementing a transformation model with School Improvement Grant (SIG) funds complete and submit Part I of the document regardless of whether a timeline extension is being requested.

2. **An LEA requesting a timeline extension should complete Part II of the document.** An LEA may request a timeline extension if, based on responses to Part I, it is determined that some progress has been made toward implementing a locally-developed principal and teacher evaluation system but more time would assist the LEA with effectively meeting the requirements. An LEA that has made minimal or no progress toward implementing a locally-developed evaluation system may request a timeline extension and will be required to participate in the Professional Development and Appraisal System (PDAS) Pilot Opportunity:

#### Professional Development and Appraisal System (PDAS) Pilot Opportunity

Please note: If an LEA has made minimal progress toward implementing an evaluation system based on SIG requirements, the LEA is required to participate in the pilot for the statewide enhanced and redeveloped Professional Development and Appraisal System (PDAS) and receive an extension to its timeline. The proposed redesign of PDAS incorporates the SIG requirements. An LEA also can opt to participate in the pilot even if it has made some progress toward implementing an evaluation system, if the LEA believes it would be of benefit. More information on the PDAS pilot can be found by contacting Viviana Lopez at [Viviana.lopez@tea.state.tx.us](mailto:Viviana.lopez@tea.state.tx.us) or (512) 463-5280 or on the TEA website <http://www.tea.state.tx.us/eip.aspx>

3. **Submit the Evaluation Requirements and Timeline Request document to Sally Partridge, Division of School Improvement and Support ([sisdivision@tea.state.tx.us](mailto:sisdivision@tea.state.tx.us)) by April 23, 2012.**

4. **Requests will be reviewed and LEA's notified within 30 days of submission of the timeline extension request.**

### **Technical Assistance:**

To support LEAs and schools in implementing principal and teacher evaluation system requirements, different levels of technical assistance are available.

### **Available to ALL LEAs and Schools**

- Case management
- Professional Service Provider (PSP) Support
- Resources
- School Improvement conference
- Summer Training (TEA Design)
- Rubrics for Guidance on Evaluation Design

Based on the responses to the Evaluation Requirements and Timeline Request document, the following levels of technical assistance and support are provided:

### **Minimal Implementation Support Plan**

For LEAs that have made minimal or no progress toward developing a local evaluation system in order to meet SIG requirements:

- Required participation in PDAS Pilot
- Required reporting on every Quarterly Implementation Report (QIR)
- Follow-up dialogue during all QIR calls
- Focus of PSP work on campus
- Targeted sessions during the Summer Training and School Improvement conference

### **Some Progress**

For LEAs that have made some progress toward developing a local evaluation system but would benefit from a timeline extension to fully implement their plan:

- Eligible for participation in the PDAS Pilot
- Required reporting on every QIR
- Follow-up dialogue during all QIR calls
- Focus of PSP work on campus
- Specific sessions during the Summer Training and School Improvement conference

### **Fully Implemented**

For LEAs that have designed and fully implemented a local evaluation system that meets SIG requirements:

- Report in QIR when applicable

### **Detailed information on the technical assistance and support is available at**

<http://www.sirctexas.net/ttips/evaluation-extension>

### **Monitoring Plan**

For districts and campuses that receive a timeline extension, the TEA will monitor progress toward piloting and implementation of the evaluation system using the following processes:

- Submission and review of QIRs with a focus on LEA evaluation system progress

- Quarterly Conference calls with TEA and School Improvement Resource Center (SIRC) staff to determine implementation progress
- Documentation of progress in Professional Service Provider (PSP) reports
- Review of implementation and progress during any on-site visits
- End of Year reports

Not making a good faith effort to meet the evaluation system requirements could result in non-continuation of the grant for the following academic year.