

# IC Teams and Teacher Evaluation

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The Indiana Department of Education (IDOE) has released a memo outlining different types of measures that can be considered for teacher evaluation. The Instructional Consultation Teams model provides schools with customized data on implementation and outcomes for teachers and students. This sheet suggests ways in which IC Teams data can inform teacher evaluation.

## **Student Learning Measures Linked to Individual Teachers**

Quality teacher evaluation systems include multiple measures of student learning. The IDOE suggests that Indiana Growth Model data may be supplemented with data from teacher-created assessments. The IC Teams problem-solving process supports teachers to identify specific and observable goals for students, collect baseline data, and monitor progress. Cases are documented in the ICAT Tools® online data management system, and student goal attainment data are available to building and district leadership on an ongoing basis.

## **Student Learning Measures Linked to Entire Schools**

The IDOE suggests that school-level measures of student learning may bring faculty together in a common mission of helping students achieve. As mentioned, student goal attainment data are made available through the ICAT Tools® system, and the system's aggregate reporting functions provide school-level measures.

## **Instructional Practice Measures**

The IDOE recommends that teacher evaluation systems include classroom observations and analysis of teachers' planning processes and materials. IC Teams case documentation offers another picture of instructional and assessment strategies employed by teachers. In addition, research suggests that principals and other evaluators require professional development in order to provide effective coaching and prompt reflection around instructional practice measures. As active members of the IC Team, principals develop and apply skills in reflective communication and instructional assessment, leaving them in a much better position to function as instructional leaders.

## **Professionalism, School, and Educational Community Measures**

The IDOE suggests that teacher evaluation systems include measures that represent the types of actions that effective teachers display in order to demonstrate respect for colleagues, involvement, collaboration, and leadership. IC Teams data around teacher use and satisfaction provide a metric for assessing the degree to which the process supports the school community. In addition, each school is assigned an overall level of program implementation, which provides leaders with information that goes beyond mere participation in professional activities and assesses the quality of such participation.



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