

Legislative Report Student Achievement, Accountability and Professional Development Annual Report



January 2017

State of Iowa
Department of Education
Grimes State Office Building
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LEGISLATIVE REQUIREMENT

Legislation passed during the 2001 Iowa legislative session established the Student Achievement and Teacher Quality Program, Iowa Code Section 284.12(1). This legislation requires the Iowa Department of Education to annually report the statewide progress on the following: student achievement scores in reading and mathematics at the fourth and eighth grade levels on a district-by-district basis; evaluator training program and changes and improvements in the evaluation of teachers under the Iowa Teaching Standards. The report is being made available to the chairpersons and ranking members of the Senate and House committees on education, the legislative education accountability and oversight committee, the deans of the colleges of education at approved practitioner preparation institutions in this state, the State Board of Education, the Governor, and school districts.

STUDENT ACHIEVEMENT

Student achievement scores as required by 284.12(1) in reading and mathematics are reported in Table 1. This table depicts percent of students proficient in fourth and eighth grade reading and mathematics, by district.

Table 1. Student Achievement Scores in Reading and Mathematics at the Fourth and Eighth Grade Levels on a District-by-District Basis 2014-15 and 2015-16 Biennium Adequate Yearly Progress Report Percentage of Students Proficient (Iowa School Districts). Coefficients represent percent of students.

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Adair-Casey CSD	71.43	92.86	65.12	72.09
Adel DeSoto Minburn CSD	86.72	88.80	93.12	90.83
AGWSR CSD	78.48	81.01	78.79	95.45
A-H-S-T CSD	79.10	79.10	75.31	81.48
Akron Westfield CSD	81.58	85.53	76.81	81.16
Albert City-Truesdale CSD	82.61	82.61		
Albia CSD	71.52	79.75	72.85	69.54
Alburnett CSD	82.35	90.59	77.78	80.00
Alden CSD	69.57	84.78		

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Algona CSD	84.62	82.42	76.96	85.86
Allamakee CSD	86.43	92.14	80.00	85.00
Alta CSD	67.11	71.05		
Ames CSD	88.87	91.05	85.19	85.89
Anamosa CSD	78.00	81.33	78.84	83.07
Andrew CSD	76.00	84.00	70.97	70.97
Ankeny CSD	90.32	92.88	88.76	91.14
Aplington-Parkersburg CSD	89.19	88.29	70.09	74.36
Ar-We-Va CSD	95.83	91.67	88.46	88.46
Atlantic CSD	78.64	83.98	79.50	88.00
Audubon CSD	76.56	89.06	79.03	88.71
Aurelia CSD	85.71	80.95	72.22	83.33
Ballard CSD	77.14	81.90	84.71	77.27
Battle Creek-Ida Grove CSD	87.37	88.42		
Baxter CSD	76.81	75.36	77.59	84.48
BCLUW CSD	74.68	82.28	81.82	85.23
Bedford CSD	84.62	93.85	86.21	82.76
Belle Plaine CSD	81.82	77.27	70.11	73.56
Bellevue CSD	81.18	95.29	75.45	88.18
Belmond-Klemme CSD	81.72	69.89	78.75	76.25
Bennett CSD	73.33	80.00		
Benton CSD	78.38	81.62	82.01	79.37
Bettendorf CSD	84.30	89.42	80.03	79.88
Bondurant-Farrar CSD	80.34	84.07	89.58	82.50
Boone CSD	83.19	83.19	71.63	69.50
Boyden-Hull CSD	91.11	92.22	85.11	87.23
Boyer Valley CSD	64.15	84.91	70.31	75.00
Brooklyn-Guernsey-Malcom CSD	86.49	94.59	74.70	86.75
Burlington CSD	74.29	74.67	61.26	60.47

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
CAL CSD	54.05	59.46	59.26	66.67
Calamus-Wheatland CSD	74.19	88.71	73.42	89.87
CAM CSD	79.73	79.73	71.28	71.28
Camanche CSD	75.89	81.56	80.29	73.72
Cardinal CSD	64.77	73.86	64.77	54.55
Carlisle CSD	78.60	84.13	85.95	86.60
Carroll CSD	85.26	90.04	88.95	88.42
Cedar Falls CSD	87.76	90.51	82.77	86.72
Cedar Rapids CSD	71.09	75.20	71.48	67.70
Center Point-Urbana CSD	78.50	85.05	78.64	92.73
Centerville CSD	77.78	81.87	75.81	70.43
Central City CSD	83.93	82.14	78.79	75.76
Central DeWitt CSD	81.91	84.57	80.39	80.39
Central CSD	72.46	73.91	81.36	76.27
Central Decatur CSD	65.35	70.30	73.75	63.75
Central Lee CSD	80.43	85.51	78.00	77.33
Central Lyon CSD	86.49	81.08	82.42	86.81
Central Springs CSD	81.91	85.11	83.65	93.27
Chariton CSD	74.52	78.98	74.18	68.13
Charles City CSD	69.27	63.54	77.83	69.57
Charter Oak-Ute CSD	78.13	93.75	58.82	52.94
Cherokee CSD	79.33	81.33	81.54	83.08
Clarinda CSD	63.70	78.08	73.02	84.92
Clarion-Goldfield-Dows CSD	69.83	81.90	84.55	84.55
Clarke CSD	67.82	74.26	70.41	76.33
Clarksville CSD	90.24	87.80	72.34	72.34
Clay Central-Everly CSD	80.56	86.11	87.18	76.92
Clayton Ridge CSD	69.41	74.12	79.38	72.16
Clear Creek Amana CSD	85.37	83.97	82.45	85.31

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Clear Lake CSD	90.12	89.53	82.66	83.82
Clinton CSD	87.94	88.15	67.18	61.49
Colfax-Mingo CSD	74.42	70.93	73.58	75.47
College CSD	76.35	80.32	78.99	78.31
Collins-Maxwell CSD	69.84	60.32	75.00	69.12
Colo-Nesco CSD	80.70	84.21	74.19	79.03
Columbus CSD	61.80	60.67	63.00	51.00
Coon Rapids-Bayard CSD	79.41	79.41	72.92	77.08
Corning CSD	83.72	81.40		
Council Bluffs CSD	65.25	68.27	69.15	67.31
Creston CSD	73.10	74.11	75.61	73.78
Dallas Center-Grimes CSD	90.08	93.47	81.52	85.15
Danville CSD	64.13	91.30	79.38	87.63
Davenport CSD	63.49	67.66	64.28	62.45
Davis County CSD	73.80	78.61	68.35	79.75
Decorah CSD	82.86	90.48	88.79	91.48
Delwood CSD	87.23	95.74		
Denison CSD	68.58	81.23	80.21	75.62
Denver CSD	80.70	91.23	93.27	98.08
Des Moines Independent CSD	60.19	62.20	60.31	57.00
Diagonal CSD	77.78	61.11	75.00	62.50
Dike-New Hartford CSD	87.18	89.74	83.90	87.29
Dubuque CSD	70.90	74.87	71.22	74.88
Dunkerton CSD	73.58	83.02	63.49	60.32
Durant CSD	73.03	69.66	83.67	77.55
Eagle Grove CSD	80.51	84.75	71.84	76.70
Earlham CSD	74.32	82.43	75.82	85.71
East Buchanan CSD	75.28	73.03	81.82	83.12
East Marshall CSD	81.37	89.22	75.63	81.51

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
East Mills CSD	80.56	84.72	72.58	72.58
East Sac County CSD	73.91	71.74	85.27	79.84
East Union CSD	72.31	72.31	63.93	55.74
Eastern Allamakee CSD	81.58	81.58	79.69	82.81
Easton Valley CSD	84.93	86.30	68.06	77.78
Eddyville-Blakesburg-Fremont CSD	75.63	86.55	75.52	78.32
Edgewood-Colesburg CSD	67.69	72.31	74.32	79.73
Eldora-New Providence CSD	76.62	85.71		
Emmetsburg CSD	65.79	67.54	71.00	79.00
English Valleys CSD	65.57	85.25	80.00	75.38
Essex CSD	56.00	80.00	81.48	88.89
Estherville Lincoln Central SD	65.78	70.05	68.29	74.39
Exira-Elk Horn-Kimballton CSD	87.23	91.49	84.31	78.43
Fairfield CSD	70.34	68.64	75.00	84.21
Forest City CSD	89.13	89.13	85.14	80.57
Fort Dodge CSD	58.66	57.43	60.93	56.48
Fort Madison CSD	70.70	68.75	79.69	68.97
Fremont-Mills CSD	76.79	85.71	69.49	86.44
Galva-Holstein CSD	88.14	96.61		
Garner-Hayfield-Ventura CSD	72.03	81.12	73.94	81.69
George-Little Rock CSD	90.14	83.10	83.08	78.46
Gilbert CSD	91.04	97.17	94.03	95.52
Gilmore City-Bradgate CSD	58.33	50.00		
Gladbrook-Reinbeck CSD	80.60	86.57	70.27	64.86
Glenwood CSD	84.01	87.73	80.81	78.45
Glidden-Ralston CSD	91.67	88.89	92.16	94.12
GMG CSD	90.32	88.71	67.50	85.00
Graettinger-Terril CSD	62.75	64.71	76.60	74.47
Greene County CSD	76.47	80.59	83.97	80.13

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Grinnell-Newburg CSD	91.00	88.63	80.17	86.08
Griswold CSD	80.70	89.47	76.56	75.00
Grundy Center CSD	79.38	82.47	86.96	93.48
Guthrie Center CSD	88.00	93.33	89.71	89.71
Hamburg CSD	75.76	63.64	65.38	73.08
Hampton-Dumont CSD	68.79	75.18	74.14	80.46
Harlan CSD	75.68	81.08	84.58	87.38
Harmony CSD	70.21	78.72	65.52	51.72
Harris-Lake Park CSD	94.34	92.45	88.64	95.45
Hartley-Melvin-Sanborn CSD	79.17	84.38	76.40	87.64
Highland CSD	72.73	83.84	65.93	85.71
Hinton CSD	84.00	84.00	84.31	82.35
H-L-V CSD	72.55	76.47	89.80	81.63
Howard-Winneshiek CSD	72.22	84.13	74.74	76.84
Hubbard-Radcliffe CSD	78.38	83.78	84.38	78.91
Hudson CSD	75.47	86.79	76.92	85.71
Humboldt CSD	88.59	89.67	85.91	87.73
IKM-Manning CSD	87.06	85.88	86.17	87.23
Independence CSD	88.07	90.34	72.49	83.60
Indianola CSD	83.51	90.46	83.43	82.24
Interstate 35 CSD	78.86	86.18	82.81	75.78
Iowa City CSD	76.19	76.19	74.52	73.89
Iowa Falls CSD	74.66	76.03	78.71	75.25
Iowa Valley CSD	84.51	94.37	83.12	93.51
Janesville Consolidated SD	61.36	68.18	77.08	83.33
Jesup CSD	70.78	83.77	81.51	80.14
Johnston CSD	89.68	91.79	89.69	93.84
Keokuk CSD	77.09	77.97	64.54	64.54
Keota CSD	77.55	87.76	73.81	85.71

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Kingsley-Pierson CSD	84.06	85.51	78.95	84.21
Knoxville CSD	74.56	65.79	83.69	82.83
Lake Mills CSD	89.69	86.60	79.52	78.31
Lamoni CSD	62.75	58.82	79.49	82.05
Laurens-Marathon CSD	70.27	78.38	69.70	69.70
Lawton-Bronson CSD	84.00	88.00	81.32	89.01
Le Mars CSD	84.50	86.43	80.07	88.26
Lenox CSD	93.65	95.24	76.67	85.00
Lewis Central CSD	72.03	74.50	65.63	67.18
Linn-Mar CSD	86.43	88.67	84.28	83.35
Lisbon CSD	83.00	75.00	74.68	79.75
Logan-Magnolia CSD	84.88	94.19	78.79	86.87
Lone Tree CSD	72.13	77.05	85.07	74.63
Louisa-Muscatine CSD	81.13	79.25	77.97	67.80
LuVerne CSD	76.00	72.00		
Lynnvile-Sully CSD	75.34	84.93	89.55	94.03
Madrid CSD	80.00	88.42	82.98	79.79
Manson Northwest Webster CSD	70.65	75.00	71.11	80.00
Maple Valley-Anthon Oto CSD	76.09	71.74	82.42	69.23
Maquoketa CSD	76.43	77.14	70.61	70.18
Maquoketa Valley CSD	94.32	93.18	87.23	82.98
Marcus-Meriden-Cleghorn CSD	77.59	91.38	74.36	87.18
Marion Independent SD	85.37	85.37	78.73	84.33
Marshalltown CSD	57.87	70.22	60.63	63.46
Martensdale-St Marys CSD	73.97	78.08	75.61	84.15
Mason City CSD	71.70	71.89	73.51	77.49
Mediapolis CSD	83.04	88.39	80.70	87.72
Melcher-Dallas CSD	84.09	86.36	64.86	75.68
MFL MarMac CSD	80.91	82.73	85.44	90.29

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Midland CSD	76.27	76.27	69.44	65.28
Mid-Prairie CSD	73.54	82.54	83.24	84.97
Missouri Valley CSD	67.00	74.00	76.70	73.79
MOC-Floyd Valley CSD	91.71	89.27	87.93	92.53
Montezuma CSD	88.71	82.26	68.18	74.24
Monticello CSD	84.08	77.71	75.80	80.89
Moravia CSD	76.36	89.09	64.81	62.96
Mormon Trail CSD	75.76	72.73	74.07	66.67
Morning Sun CSD	90.32	87.10		
Moulton-Udell CSD	79.31	68.97	75.00	90.00
Mount Ayr CSD	72.53	84.62	83.87	80.65
Mount Pleasant CSD	80.17	77.69	77.00	75.96
Mount Vernon CSD	87.85	89.50	87.96	88.48
Murray CSD	69.39	83.67	91.11	93.33
Muscatine CSD	72.20	69.57	70.52	62.91
Nashua-Plainfield CSD	75.00	87.50	76.25	83.75
Nevada CSD	78.50	84.58	85.78	82.35
New Hampton CSD	77.55	85.71	82.14	87.14
New London CSD	81.94	90.28	73.97	73.97
Newell-Fonda CSD	72.22	75.00	68.63	66.67
Newton CSD	80.62	83.46	76.23	75.74
Nodaway Valley CSD	72.73	84.09	79.25	79.25
North Butler CSD	74.00	87.00	82.28	86.08
North Cedar CSD	67.01	84.54	67.46	64.29
North Fayette CSD	92.16	94.12		
North Iowa CSD	73.58	81.13	66.67	65.15
North Kossuth CSD	97.44	87.18	79.55	84.09
North Linn CSD	84.71	96.47	78.85	81.73
North Mahaska CSD	81.16	88.41	77.78	76.19

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
North Polk CSD	88.21	97.82	89.50	88.00
North Scott CSD	85.68	89.61	86.71	85.81
North Tama County CSD	83.82	86.76	77.78	72.22
North Union CSD	78.00	88.00		
North Winneshiek CSD	87.10	90.32	81.48	81.48
Northeast CSD	77.45	86.27	82.35	96.64
Northeast Hamilton CSD	71.43	76.19		
Northwood-Kensett CSD	76.56	87.50	80.33	67.21
Norwalk CSD	87.41	89.35	84.42	91.71
Odebolt-Arthur CSD	84.91	88.68	77.03	80.41
Oelwein CSD	77.11	78.92	71.51	72.09
Ogden CSD	89.77	87.50	86.92	87.85
Okoboji CSD	87.14	95.71	86.40	88.00
Olin Consolidated SD	73.33	80.00		
Orient-Macksburg CSD	58.33	83.33	72.00	68.00
Osage CSD	78.79	83.33	71.94	80.58
Oskaloosa CSD	67.74	67.42	64.90	68.54
Ottumwa CSD	57.29	70.69	68.46	69.32
Panorama CSD	77.66	80.85	80.58	82.52
Paton-Churdan CSD	80.00	100.00	83.87	83.87
PCM CSD	77.93	75.17	87.79	84.30
Pekin CSD	94.44	95.56	67.74	83.87
Pella CSD	90.61	90.00	87.46	89.49
Perry CSD	60.82	76.80	71.49	73.49
Pleasant Valley CSD	87.83	93.26	86.94	90.76
Pleasantville CSD	84.54	90.72	81.65	70.64
Pocahontas Area CSD	76.39	80.56	74.53	73.58
Postville CSD	51.16	60.47	58.06	62.90
Prairie Valley CSD	91.94	95.16		

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Red Oak CSD	76.98	86.33	70.06	69.43
Remsen-Union CSD	75.51	73.47	94.29	94.29
Riceville CSD	83.78	89.19	55.26	63.16
River Valley CSD	79.31	84.48	83.61	77.05
Riverside CSD	80.43	82.61	80.25	76.54
Rock Valley CSD	72.13	83.61	79.25	80.19
Roland-Story CSD	86.62	86.62	78.40	77.16
Rudd-Rockford-Marble Rock CSD	72.55	92.16	64.29	78.57
Ruthven-Ayrshire CSD	70.37	88.89	64.29	67.86
Saydel CSD	68.94	77.64	68.72	68.16
Schaller-Crestland CSD	83.33	77.78	81.52	82.61
Schleswig CSD	88.57	88.57	67.74	80.65
Seymour CSD	53.66	63.41	75.00	88.89
Sheldon CSD	75.56	84.44	83.33	87.88
Shenandoah CSD	82.50	84.17	80.83	81.67
Sibley-Ocheyedan CSD	75.81	87.10	79.12	82.42
Sidney CSD	76.74	83.72	84.00	88.00
Sigourney CSD	66.67	80.56	82.43	79.73
Sioux Center CSD	69.02	73.91	77.36	82.39
Sioux Central CSD	84.00	85.33	76.83	71.95
Sioux City CSD	66.70	71.51	72.50	69.75
Solon CSD	84.65	90.23	86.73	89.80
South Central Calhoun CSD	84.33	75.37	78.03	85.61
South Hamilton CSD	88.24	90.59	85.59	85.59
South O'Brien CSD	79.22	93.51	81.33	90.67
South Page CSD	50.00	64.29	90.91	27.27
South Tama County CSD	69.07	77.84	73.02	75.66
South Winneshiek CSD	74.58	79.66	78.18	85.45
Southeast Polk CSD	82.04	87.08	77.28	79.53

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Southeast Warren CSD	78.79	81.82	82.26	74.19
Southeast Webster Grand CSD	97.22	98.61	75.21	75.21
Spencer CSD	80.22	83.45	77.74	79.56
Spirit Lake CSD	86.50	89.57	87.79	91.86
Springville CSD	72.73	75.00	77.78	64.44
Sergeant Bluff-Luton CSD	86.05	87.44	86.92	83.54
St Ansgar CSD	85.53	86.84	87.36	88.51
Stanton CSD	90.32	80.65	81.08	75.68
Starmont CSD	83.75	90.00	73.53	85.29
Storm Lake CSD	65.50	62.62	66.08	59.72
Stratford CSD	72.00	84.00		
Sumner-Fredericksburg CSD	81.15	84.43	73.39	81.45
Tipton CSD	86.47	90.98	82.81	89.06
Treynor CSD	88.89	83.33	91.96	88.39
Tri-Center CSD	84.34	78.31	85.00	88.00
Tri-County CSD	62.50	70.00	67.86	78.57
Tripoli CSD	77.59	82.76	76.81	68.12
Turkey Valley CSD	82.93	95.12	81.03	89.66
Twin Cedars CSD	70.59	72.55	63.27	59.18
Twin Rivers CSD	75.00	100.00		
Underwood CSD	80.20	83.17	75.41	74.59
Union CSD	81.62	85.29	74.75	80.81
United CSD	88.68	90.57		
Urbandale CSD	84.44	90.32	82.88	81.68
Valley CSD	74.07	92.59	78.08	84.25
Van Buren CSD	75.76	75.76	85.23	77.27
Van Meter CSD	84.38	89.58	92.78	96.91
Villisca CSD	73.17	92.68	68.67	71.08
Vinton-Shellsburg CSD	88.65	92.58	76.70	89.81

District	Grade 4		Grade 8	
	Reading	Math	Reading	Math
Waco CSD	80.70	75.44	72.73	80.30
Walnut CSD	77.78	66.67		
Wapello CSD	67.19	76.56	64.60	74.34
Wapsie Valley CSD	77.97	86.44	84.96	84.07
Washington CSD	68.39	80.31	70.00	75.19
Waterloo CSD	57.86	62.53	62.64	62.16
Waukee CSD	87.38	91.61	89.67	88.08
Waverly-Shell Rock CSD	89.44	91.20	83.54	85.37
Wayne CSD	83.33	90.91	78.08	83.56
Webster City CSD	72.81	80.18	70.31	86.03
West Bend-Mallard CSD	76.32	86.84	77.36	69.81
West Branch CSD	76.24	77.23	80.67	80.67
West Burlington Independent SD	83.06	84.68	69.09	73.64
West Central CSD	94.29	100.00	88.89	86.11
West Central Valley CSD	91.07	92.86	82.61	80.87
West Delaware County CSD	82.32	79.80	89.00	89.95
West Des Moines CSD	80.73	85.51	85.71	84.54
West Fork CSD	77.65	83.53	69.77	66.28
West Hancock CSD	83.33	91.11	85.71	89.61
West Harrison CSD	79.31	68.97	71.79	74.36
West Liberty CSD	63.58	62.91	79.89	86.03
West Lyon CSD	86.23	80.43	70.94	80.34
West Marshall CSD	80.74	89.63	88.49	92.09
West Monona CSD	74.53	66.98	80.00	78.75
West Sioux CSD	65.74	71.30	77.78	67.59
Western Dubuque CSD	79.44	88.08	81.25	91.67
Westwood CSD	84.62	89.74	70.51	69.23
Whiting CSD	84.21	97.37	73.91	73.91
Williamsburg CSD	78.21	71.79	77.70	88.49

	Grade 4		Grade 8	
District	Reading	Math	Reading	Math
Wilton CSD	83.33	84.26	72.45	83.67
Winfield-Mt Union CSD	64.91	77.19	58.73	57.14
Winterset CSD	80.00	87.66	84.73	82.44
Woodbine CSD	82.76	82.76	81.13	79.25
Woodbury Central CSD	74.07	80.25	80.23	87.21
Woodward-Granger CSD	91.89	90.09	85.44	83.50

IOWA EVALUATOR APPROVAL TRAINING PROGRAM

Teacher Performance, Compensation, and Career Development [Chapter 284] and the establishment of a student achievement and teacher quality program to promote high student achievement was created in 2001. It called for four major elements in the program – mentoring and induction to support beginning teachers, career paths to recruit and retain teachers, professional development to support best teaching practices, and evaluation of teachers aligned to the Iowa Teaching Standards.

Evaluator Training Program [284.12 (1b)]

In an effort to implement an evaluation system the Iowa Evaluator Approval Training Program (IEATP) was created in 2001 and since that time IEATP has been continually revised to support teachers and leaders. The training and materials used in the evaluator training were developed in cooperation amongst the Department, the Board of Educational Examiners (BoEE), the area education agencies (AEA), the institutions of higher education (IHE), the School Administrators of Iowa (SAI), Iowa Association of School Boards (IASB) and other educational agencies aimed at improving teaching and learning through quality educational leadership.

IEATP offers three different choices for evaluators to achieve or renew his/her evaluator license.

- Option 1: iEvaluate 1.2 is an online evaluator approval course facilitated by a trained online instructor. The content of the course emphasizes Iowa's professional educator standards (teacher and leader), model evidence, observational techniques, goal setting, conferencing – pre- and post-observations, and developing an individual professional development plan. It is highly recommended for out-of-state administrators wanting to achieve or renew the Iowa evaluator license; however, current Iowa administrators may take the course to refresh their evaluator skills.
- Option 2: Assessing Academic Rigor (AAR) is a face-to-face evaluator approval course offered by trained instructors through the Area Education Agencies (AEA). The intent of the course is to build the capacity of administrators to understand rigor and how to support classroom level instruction and student learning, become even more effective coaches and evaluators, and assess the level of rigor built into this course as one tool, not *the only* tool. Administrators taking AAR should have successfully completed iEvaluate 1.2 and/or early versions of IEATP Level I and II training.
- Option 3: Fierce Conversations is also a face-to-face evaluator approval course offered by trained instructors through the AEAs. The training is developed to engage evaluators in productive dialogue that interrogates reality, provokes learning, resolves tough

challenges, and enriches relationships. Participants will practice the conversations with each other in a safe environment to calibrate and experience the real conversations they will be using in their schools. Administrators taking AAR should have successfully completed iEvaluate 1.2 and/or early versions of IEATP Level I and II training.

Each option offers the evaluator with two (2) renewal credits towards their required four (4) renewal credits every five (5) years.

Changes and improvements in the evaluation of teachers under the Iowa teaching standards [284.12 (1c)]

No notable changes were made in teacher evaluation. However, on October 31, 2016, the Council on Educator Development released six recommendations to the State Board of Education, the General Assembly, and the Governor's office regarding a study of Iowa's professional educator standards and evaluation. [256.29 (11)] The recommendations include:

- a. Continue to support collaborative and reflective practices that include constructive feedback.
- b. Formally certify and support evaluators to ensure fidelity of implementation of the improved statewide educator development system by changing the current evaluator system.
- c. Continue to rely on the use of multiple measures, including to but not limited to, an array of indicators of student learning outcomes related to a targeted goal(s).
- d. Continue the use of a balanced evaluation system that includes annual accountability in the form of the Individual Professional Development Plan (IPDP) and a comprehensive three-year review for all teachers. CED recommends the same system for all administrators.
- e. Continue to use and refine the Iowa Teaching Standards (ITS) and Iowa Standards for School Leaders (ISSL).
- f. Implement learning progressions aligned to the Iowa Teaching Standards (ITS) and Iowa Standards for School Leaders (ISSL) to define best practices.

The above mentioned recommendations will be used in collaboration with the Department, the BoEE, the AEA, IHEs, SAI, IASB and other educational agencies to continually improve and sustain an educator development system that promotes student learning through effective instruction.