



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.  
State Superintendent of Education

August 28, 2020

**MEMORANDUM**

**TO:** City and County Superintendents of Education

**FROM:** Eric G. Mackey *EGM*  
State Superintendent of Education

**RE:** 2020-2021 Teaching Effectiveness (TE) Timeline and Implementation Procedures

Beginning September 8, 2020, the superintendent, evaluation coordinators, or his/her designee should login to the TE application from the AIM portal to select the 2020-2021 TE option by Thursday, October 15, 2020. Districts **should not** change, modify, or abandon their current approved TE Plan used last year. Once logged in, select your option based on the following:

**Options:**

**1. Teachers self-assess on all 39 TE indicators.**

- a. These indicators are the same ones that were used by EducateAlabama (EA).
- b. Upon completion of the Self-Assessment (SA), teachers will complete their Professional Learning Plan (PLP) within the TE application.
- c. Teachers will next complete Pillar II–Professional Practice within the TE application.

**2. Teachers self-assess on a subset of TE indicators, as selected by the local education agency (LEA) based on its effective teacher definition within their TE Plan.**

- a. The LEA will select from the list of 39 Teaching Effectiveness indicators. These indicators are the same ones that were used by EA.
- b. Upon completion of the Self-Assessment, teachers will complete their PLP within the TE application.
- c. Teachers will next complete Pillar II–Professional Practice within the TE application.

**3. Teachers self-assess on an LEA-developed instrument and complete their PLP and Supporting Evidence within the TE platform.**

- a. All data from the locally developed SA will be maintained under the authority of the LEA.
- b. Upon completion of the Self-Assessment, teachers will complete their PLP within the TE application. A list of general topics tied to the standards will be used to develop the PLP.
- c. Teachers will next complete Pillar II–Professional Practice within the TE application.

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- 4. Teachers are evaluated fully using a locally developed TE Plan outside of EA.**
- a. The LEA is responsible for the storage and maintenance of all teacher data.
  - b. All parts of the LEA's TE process will be made available to the ALSDE upon request.
  - c. Ensure that all Alabama State Board of Education evaluation procedures are adhered to professionally.

Additionally, the ALSDE is adjusting the TE platform in the AIM portal by merging EA and LeadAlabama into one app. This will allow districts more flexibility when accessing the platform. The recently recorded live trainings are available to share with administrators and teachers on the Alabama Supercomputer Authority (ASC) YouTube channel at [https://www.youtube.com/channel/UC0hHk4qkiDd7\\_eDYpKr4xvw/videos](https://www.youtube.com/channel/UC0hHk4qkiDd7_eDYpKr4xvw/videos).

Also, the link provided to the TE tutorial guides will be available on September 4, after the TE Platform rolls over for the 2020-2021 school year.

Lastly, the ALSDE will be making modifications to the teacher evaluation system to align with the United States Department of Education (USDOE) guidelines. See attached TE Timeline, which is a guide that may be modified as needed by the district administration.

If you have questions regarding the 2020-2021 Evaluation Process, contact Dr. Angie Pelton at [apelton@alsde.edu](mailto:apelton@alsde.edu) or by telephone at 334-694-4886.

EGM:JEL:EGJ

Attachment

cc: Evaluation Coordinators or Designee  
Principals  
Assistant Principals  
Dr. Daniel Boyd  
Dr. Elisabeth Davis  
Dr. Jeffery E. Langham  
Dr. Jayne A. Meyer  
Mrs. Shavon H. Cummings

FY20-2139

**Alabama State Department of Education**  
Office of Student Learning, Professional Learning Section

<b>Teaching Effectiveness (TE) Implementation Timeline 2020-2021</b>			
<b>STEPS</b>	<b>BEGIN BY</b>	<b>COMPLETE BY</b>	<b>RESPONSIBLE</b>
<b>PROFESSIONAL COMMITMENT LOGIN TO AIM PROFILE</b>	<b>September 8, 2020</b>	<b>October 1, 2020</b>	<b>ALL REVIEWERS, ALL EVALUATORS, AND ALL EVALUATEES</b>
<b>SELF-ASSESSMENT</b>	<b>September 8, 2020</b>	<b>September 18, 2020</b>	<b>ALL EVALUATEES WITH ALL EVALUATORS' GUIDANCE</b>
<b>DIALOGUE PLP</b>	<b>September 21, 2020</b>	<b>October 21, 2020</b>	<b>ALL EVALUATEES AND ALL EVALUATORS</b>
<b>SUPPORTING EVIDENCE PROFESSIONAL PRACTICE</b>	<b>November 30, 2020</b>	<b>ONGOING UNTIL SCHOOL CLOSES</b>	<b>ALL EVALUATEES AND ALL EVALUATORS REVIEWERS, AS APPROPRIATE</b>
<b>CLOSE-OUT</b>	<b>NOT BEFORE May 3, 2021</b>	<b>NOT AFTER July 30, 2021</b>	<b>PRIMARY EVALUATORS</b>
<b>ALL REVIEWERS RESPONSIBLE FOR SYSTEMWIDE/SCHOOL-BASED/EVALUATEE IMPLEMENTATION</b>			
<b>ALL STEPS</b>	<b>ENSURE STEPS BEGIN ON TIME</b>	<b>ENSURE STEPS COMPLETED ON TIME</b>	<b>ENSURE EVALUATEE/EVALUATOR SUPPORT FOR EFFECTIVE IMPLEMENTATION</b>

*Revised 8/2020*

**Modifications may be made as deemed necessary by your district administration.**