



## DEPARTMENT OF EDUCATION

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September 24, 2015

Mr. Scott Kidner  
Board President  
First State Military Academy  
355 W. Duck Creek Road  
Clayton, DE 19938

Dear Mr. Kidner:

I am pleased to inform you that the modification request submitted by First State Military Academy to amend components of its educator evaluation process has been approved. This modification falls within the range for a "minor modification", as defined by 14 DE Admin. Code 275.9.9.1. The opportunity to submit alternative educator evaluation systems was detailed in the Delaware Department of Education's Educator Evaluation Waiver Application, posted in spring 2013 by the Teacher & Leader Effectiveness Unit.

The "Educator Evaluation Waiver Application" process allows for the creation and implementation of locally-developed educator evaluation models. The intent of this process, as overseen by the Teacher & Leader Effectiveness Unit, is to provide the opportunity for innovation in creating alternate educator evaluation systems. It presents the opportunity to utilize best practices in educator evaluation from around the state and country, with applicants having the opportunity to tailor models to local needs while simultaneously promoting student achievement and educator accountability.

If you should have any questions or concerns about this minor modification approval please contact John Carwell, Jr. at (302) 735-4020.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Nagourney".

Jennifer Nagourney  
Executive Director

cc: Patrick Gallucci, Head of School, First State Military Academy  
David Blowman, Deputy Secretary, Department of Education  
Christopher Ruszkowski, Associate Secretary, Teacher & Leader  
Effectiveness Branch