Staff Performance Evaluation Results

SY 2015-2016

Caitlin Beatson
Senior Specialist, Office of Educator Effectiveness
cbeatson@doe.in.gov
Background
Requirements

• Ratings for all certificated employees, including teachers, principals, superintendents, and other school/corporation personnel

• Educator preparation program institutions reported for first-, second-, and third-year teachers

• School corporations under unexpired contracts not required to implement
Reporting Totals

• Public school corporations and public charter schools
  • 282 corporations
  • 7 unexpired contracts
  • 79 charters
  • 13 career centers/interlocals and special education cooperatives

• All certificated employees
  • 77,744 educators
    • 16,135 administrators
    • 61,609 non-administrators
Statewide Results
Total Distribution

- Distribution includes **all** certificated employees

- 98% of total rated deemed Highly Effective or Effective

<table>
<thead>
<tr>
<th></th>
<th>%</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>46.49%</td>
<td>45.57%</td>
</tr>
<tr>
<td>Effective</td>
<td>51.46%</td>
<td>52.52%</td>
</tr>
<tr>
<td>(of total rated)</td>
<td>97.95%</td>
<td>98.09%</td>
</tr>
</tbody>
</table>

**SY 2015-2016**

- Highly Effective 42.30%
- Effective 48.75%
- Not Rated 7.17%
- Improvement Necessary 1.48%
- Ineffective 0.29%
Not Rated

- “Other” includes corporations with unexpired contracts
- More than 1/3 of total not rated were not retained
### Educator Roles

#### Teachers
- **Highly Effective**: 40.02%
- **Effective**: 51.71%
- **Improvement Necessary**: 1.55%
- **Ineffective**: 0.31%
- **Not Rated**: 6.42%

#### Principals
- **Highly Effective**: 51.41%
- **Effective**: 38.33%
- **Improvement Necessary**: 1.34%
- **Ineffective**: 0.24%
- **Not Rated**: 8.67%

#### Superintendents
- **Highly Effective**: 48.86%
- **Effective**: 32.41%
- **Improvement Necessary**: 0.62%
- **Ineffective**: 0.12%
- **Not Rated**: 17.98%
Teachers

- Includes all non-administrators to total 61,609
- Less than 7% not rated
- 98% of total rated deemed Highly Effective or Effective

<table>
<thead>
<tr>
<th></th>
<th>2014-15</th>
<th>2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>44.11%</td>
<td>42.76%</td>
</tr>
<tr>
<td>Effective</td>
<td>53.69%</td>
<td>55.26%</td>
</tr>
<tr>
<td>(of total rated)</td>
<td>97.80%</td>
<td>98.02%</td>
</tr>
<tr>
<td>Improvement Necessary</td>
<td>1.55%</td>
<td>1.55%</td>
</tr>
<tr>
<td>Ineffective</td>
<td>0.31%</td>
<td>0.31%</td>
</tr>
</tbody>
</table>
Principals

• Includes assistants and other school-based administrators to total 13,716
• Less than 9% not rated
• 98% of total rated deemed Highly Effective or Effective

<table>
<thead>
<tr>
<th></th>
<th>2014-15</th>
<th>2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>55.62%</td>
<td>56.29%</td>
</tr>
<tr>
<td>Effective</td>
<td>42.88%</td>
<td>41.97%</td>
</tr>
<tr>
<td>(of total rated)</td>
<td>98.50%</td>
<td>98.26%</td>
</tr>
</tbody>
</table>

SY 2015-2016

- Highly Effective: 51.41%
- Effective: 38.33%
- Improvement Necessary: 1.34%
- Ineffective: 0.24%
- Not Rated: 8.67%
Superintendents

- Includes central office personnel to total 2,419
- Nearly 20% not rated
- 99% of total rated deemed Highly Effective or Effective
School Types

Corporations
SY 2015-2016

- Highly Effective: 42.76%
- Effective: 49.03%
- Improvement Necessary: 1.27%
- Ineffective: 0.26%
- Not Rated: 6.68%

Charters
SY 2015-2016

- Highly Effective: 21.07%
- Effective: 47.57%
- Improvement Necessary: 7.02%
- Ineffective: 1.17%
- Not Rated: 23.17%
School Accountability

- Over half Highly Effective in “A” schools
- Less than one third Highly Effective in “F” schools
- Nearly double the percentage not rated in “F” schools as compared with “A” schools
School Accountability – Rated

- Over half Highly Effective in “A” schools
- Less than one third Highly Effective in “F” schools
- Nearly double the percentage not rated in “F” schools as compared with “A” schools
Years of Experience

- Highest percentage of Highly Effective in years 21-25
- Lowest percentage of Highly Effective in years 0-5
Years of Experience – Rated

- Highest percentage of Highly Effective in years 21-25
- Lowest percentage of Highly Effective in years 0-5
“Inexperienced” Teachers

- First- and second-year non-administrators
- More than half of not rated were not retained
- 95% of total rated deemed Highly Effective or Effective

SY 2015-2016

- Highly Effective: 17.56%
- Effective: 65.93%
- Not Rated: 11.76%
- Improvement Necessary: 3.94%
- Ineffective: 0.80%