Staff Performance Evaluation Results

SY 2016-2017

Prepared by the Office of Educator Effectiveness
Reporting Requirements: IC 20-28-11.5-9

LEA:
• All traditional public school corporations and charter schools;
• Ratings for all certificated employees, including teachers, principals, superintendents, and other school/corporation personnel;

IDOE:
• Statewide, corporation, and school aggregates;
• Rating by Educator preparation program institutions reported for first, second-, and third-year teachers;
• Retention rate;
Reporting Totals

Reporting Entities:
• Corporations: 68,196
• Charter: 2,421
• Miscellaneous: 843

Certificated Employees:
• School-Level Administrators: 11,052
• Central-Office Administrators: 2,863
• Teachers: 57,545
Total Distribution

- Distribution includes all certificated employees
- 98% of total rated deemed Highly Effective or Effective

<table>
<thead>
<tr>
<th>Category</th>
<th>2014-15</th>
<th>2015-16</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>
<tr>
<td>Not Rated</td>
<td>6.5%</td>
<td></td>
</tr>
<tr>
<td>Ineffective</td>
<td>0.4%</td>
<td></td>
</tr>
<tr>
<td>Improvement Necessary</td>
<td>1.6%</td>
<td></td>
</tr>
<tr>
<td>Highly Effective, 44.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Effective, 47.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SY 2016-2017</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Not Rated

• Almost half of total not rated were not retained

SY 2016-2017

- No Longer with Corp/Charter: 45%
- Long Term Substitute: 14%
- Other: 25%
- Retired: 12%
- Deceased: 1%
- FMLA: 3%
Educator Roles

**Teachers SY 2016-2017**
- Not Rated: 5.7%
- Ineffective: 0.3%
- Improvement Necessary: 1.7%
- Highly Effective: 42.7%
- Effective: 49.6%

**Principals SY 2016-2017**
- Not Rated: 7.7%
- Ineffective: 0.4%
- Improvement Necessary: 1.4%
- Highly Effective: 49.1%
- Effective: 39.3%

**Superintendents SY 2016-2017**
- Not Rated: 16.7%
- Ineffective: 0.5%
- Improvement Necessary: 0.7%
- Highly Effective: 49.1%
- Effective: 33.0%

Indiana Department of Education
Teachers

• Includes all non-administrators to total 57,545

• 6% not rated

• 98% of total rated deemed Highly Effective or Effective
Principals

- Includes assistants and other school-based administrators to total 11,052
- 8% 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>
<tr>
<td>Not Rated</td>
<td>7.7%</td>
<td></td>
</tr>
<tr>
<td>Ineffective</td>
<td>0.4%</td>
<td></td>
</tr>
<tr>
<td>Improvement Necessary</td>
<td>1.4%</td>
<td></td>
</tr>
</tbody>
</table>

**Highly Effective 51.2%**

**Effective 39.3%**
Superintendents

- Includes central office personnel to total 2,863
- Nearly 20% not rated
- 99% of total **rated** deemed Highly Effective or Effective
School Types: All certificated employees

Corporations
SY 2016-2017

- Highly Effective: 45.1%
- Effective: 47.5%
- Improvement Necessary: 1.4%
- Not Rated: 5.7%
- Ineffective: 0.3%

Charters
SY 2016-2017

- Highly Effective: 41.8%
- Effective: 41.8%
- Improvement Necessary: 9.2%
- Not Rated: 26.0%
- Ineffective: 2.3%
School Accountability

- Over half Highly Effective in “A” schools

- Less than one quarter Highly Effective in “F” schools

- Over 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
Inexperienced Teachers

• First- and second-year teachers

• 94% of total rated deemed Highly Effective or Effective

SY 2016-2017

- Effective: 63.4%
- Highly Effective: 16.8%
- Needs Improvement: 4.5%
- Ineffective: 1.1%
- Not Rated: 14.2%