Staff Performance Evaluation Results

SY 2016-2017

Prepared by the Office of Educator Effectiveness

Indiana DEPARTMENT OF EDUCATION

Working Together for Student Success

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:

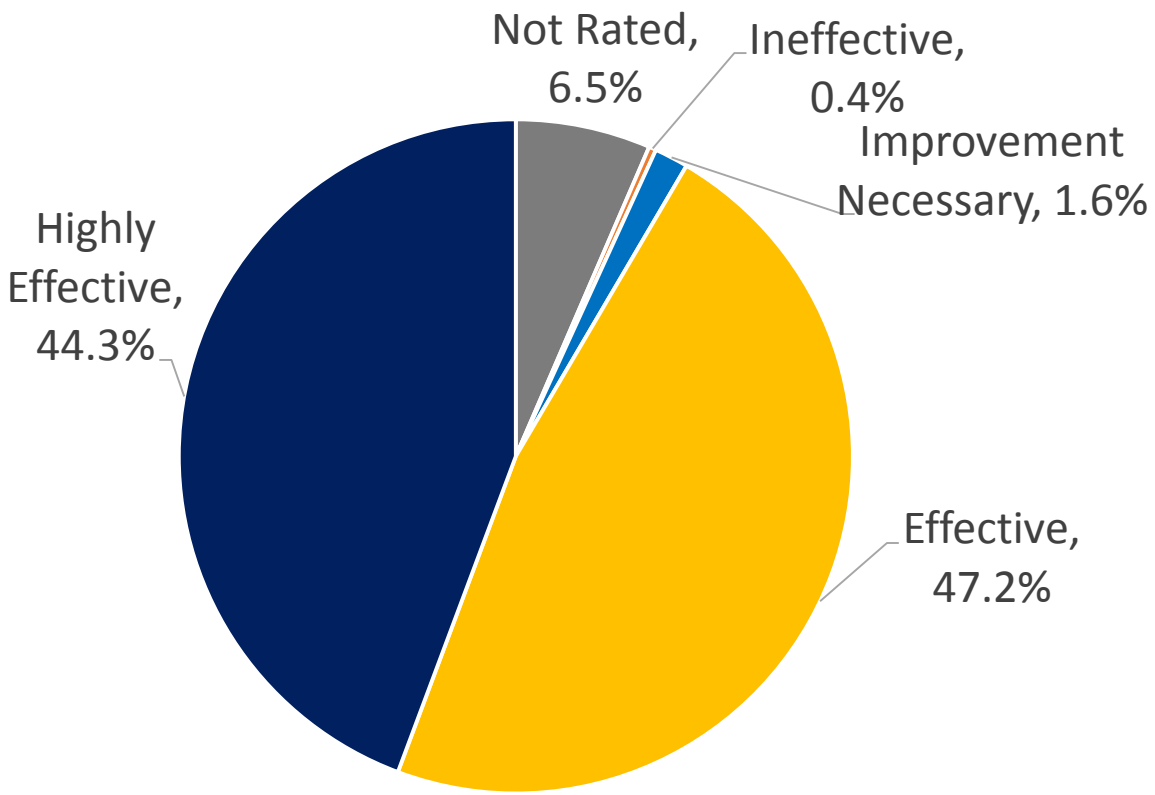
- School-Level Administrators: 11,052
- Central-Office Administrators: 2,863
- Teachers: 57,545

Total Distribution

SY 2016-2017

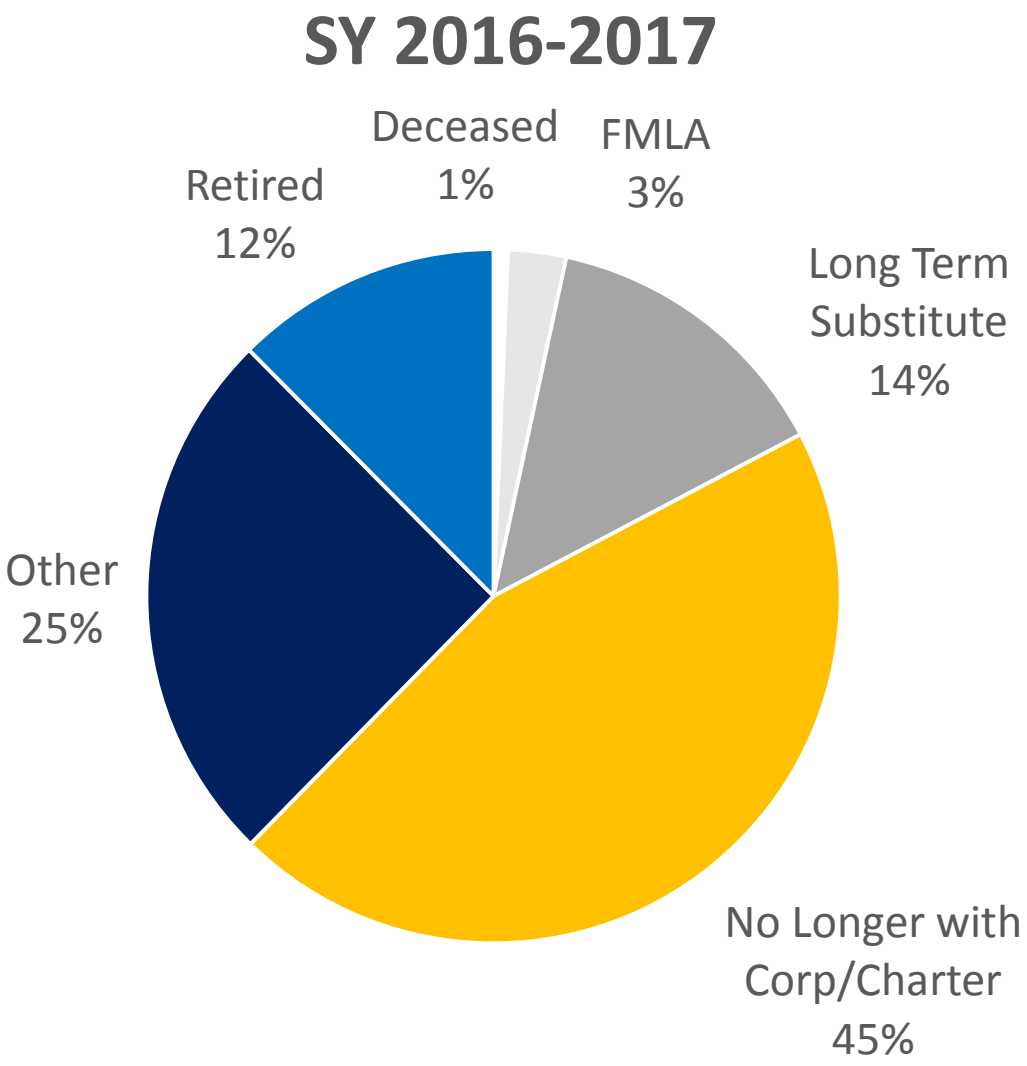
	2014-15	2015-16
Highly Effective	46.49%	45.57%
Effective	51.46%	52.52%
(of total rated)	**97.95%**	**98.09%**

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

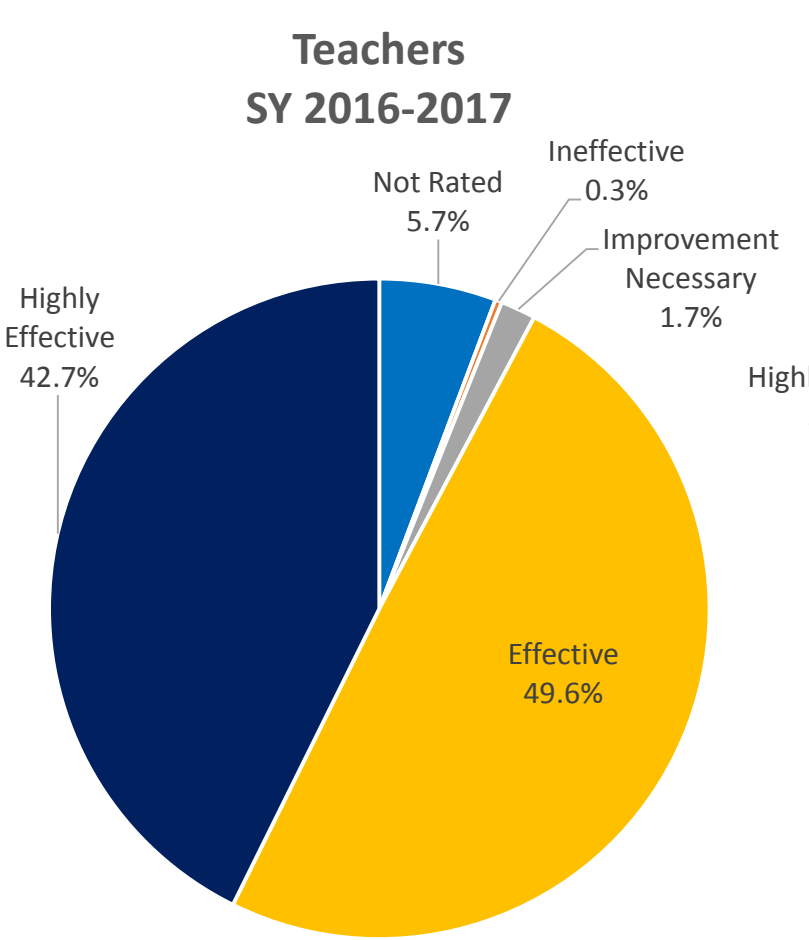


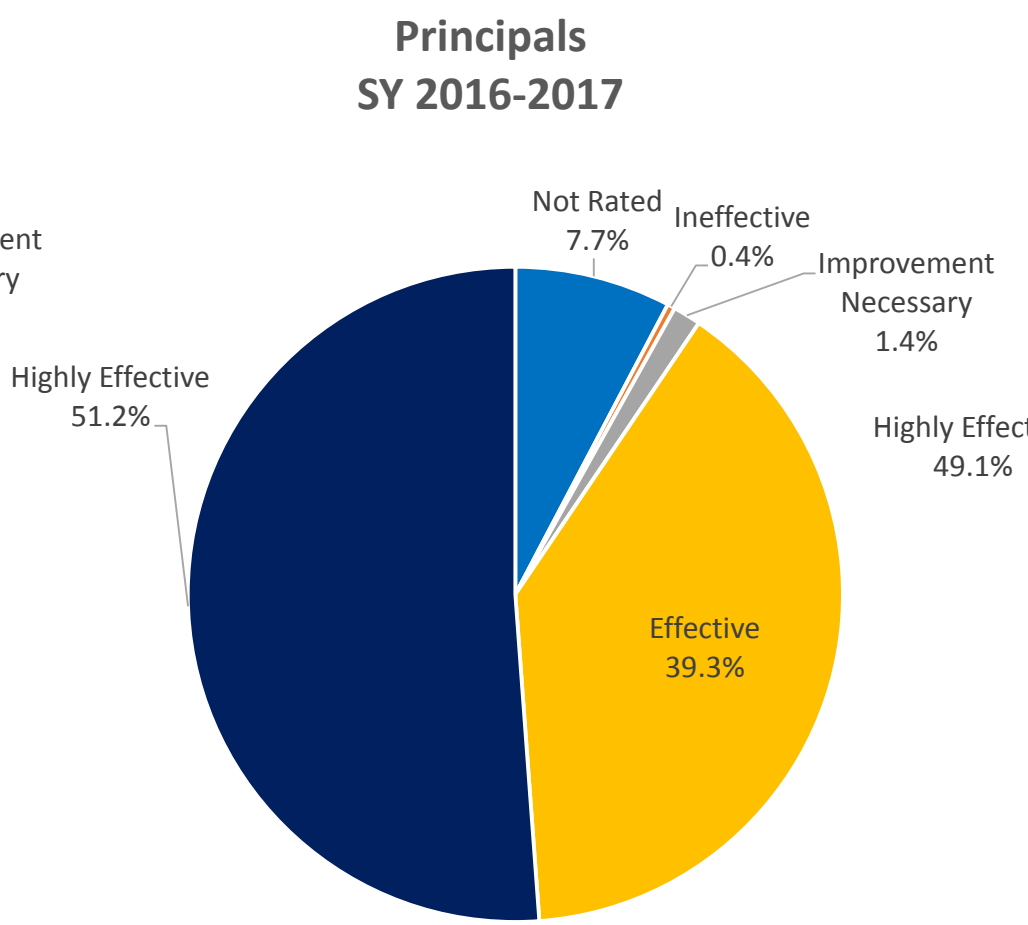
Not Rated

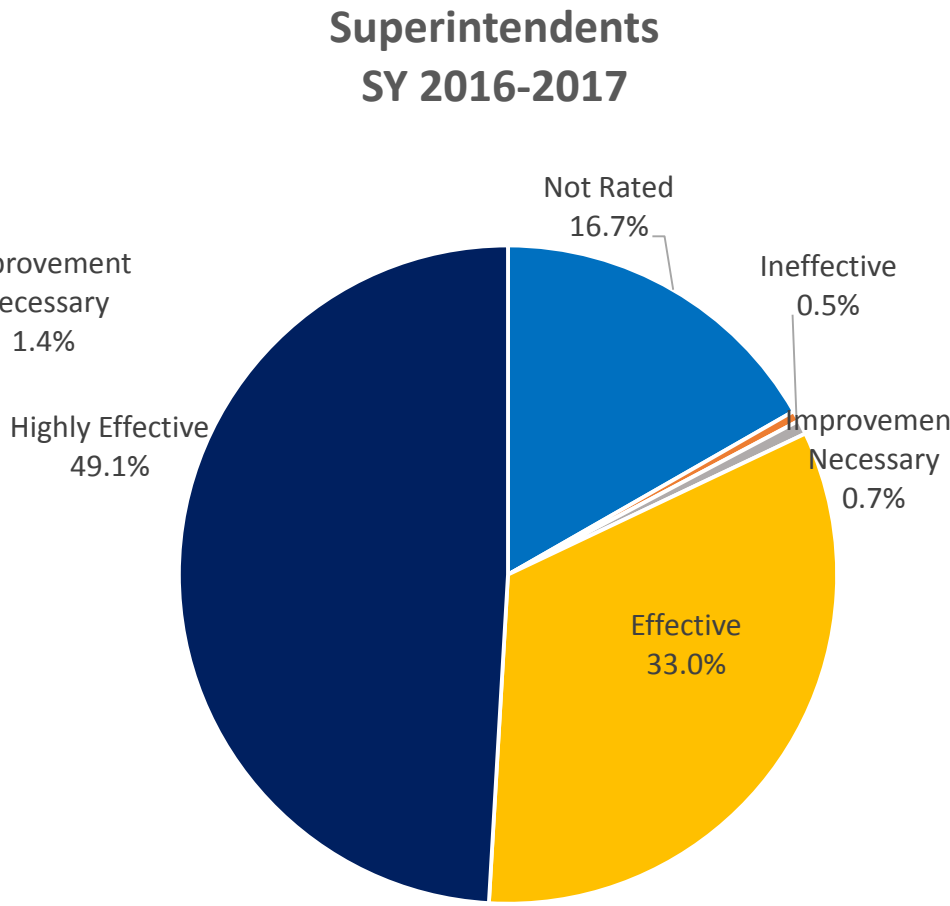
- Almost half of total not rated were not retained



Educator Roles



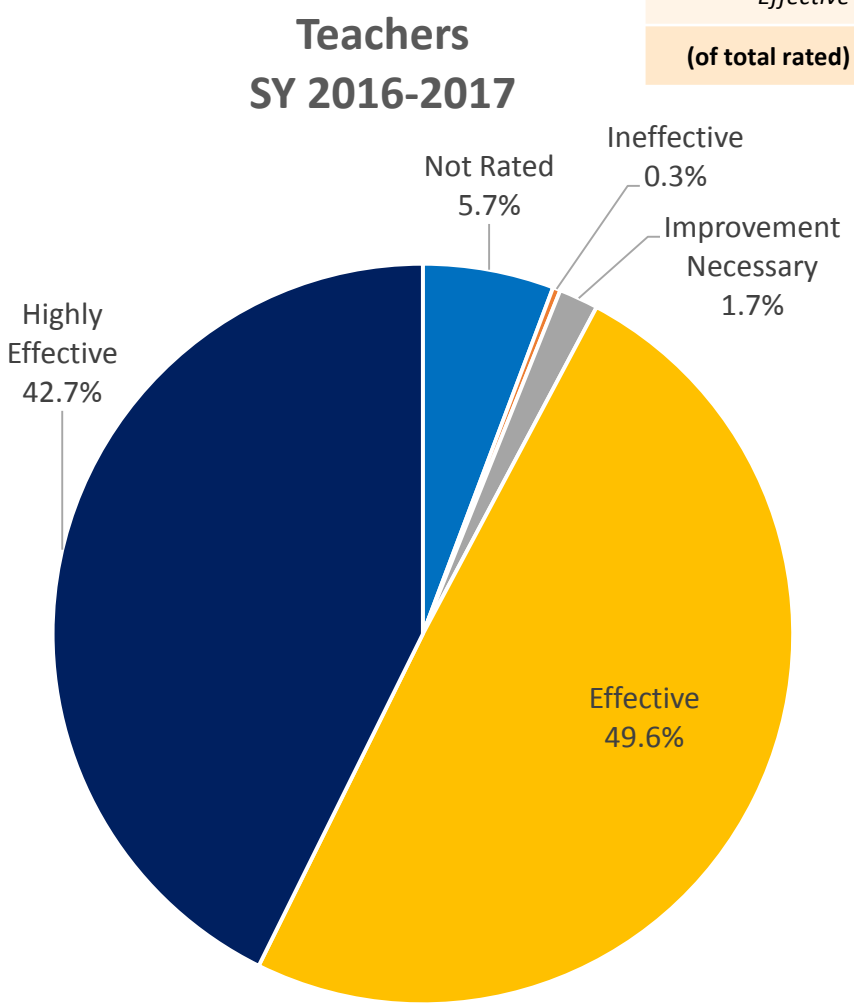




Teachers

- Includes all non-administrators to total 57,545
- 6% not rated
- 98% of total **rated** deemed Highly Effective or Effective

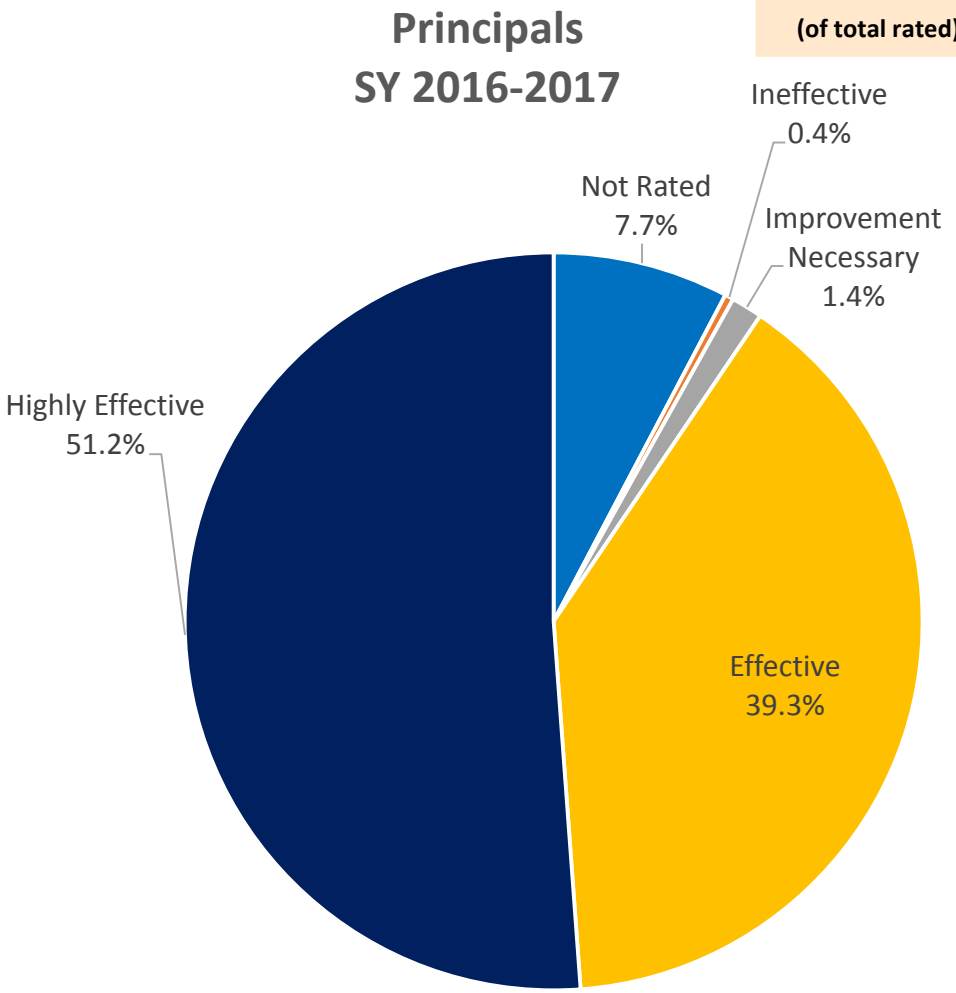
	2014-15	2015-16
Highly Effective	44.11%	42.76%
Effective	53.69%	55.26%
(of total rated)	**97.80%**	**98.02%**



Principals

- Includes assistants and other school-based administrators to total 11,052
- 8% not rated
- 98% of total **rated** deemed Highly Effective or Effective

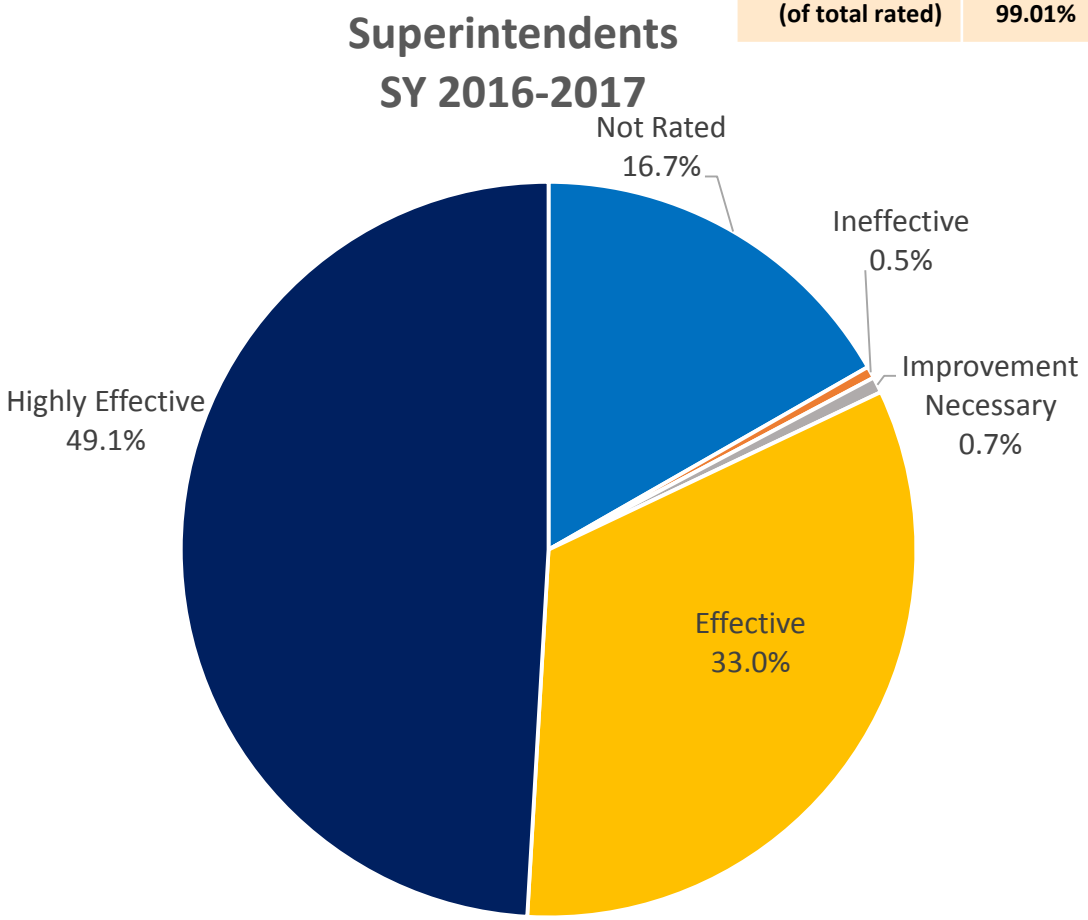
	2014-15	2015-16
Highly Effective	55.62%	56.29%
Effective	42.88%	41.97%
(of total rated)	**98.50%**	**98.26%**



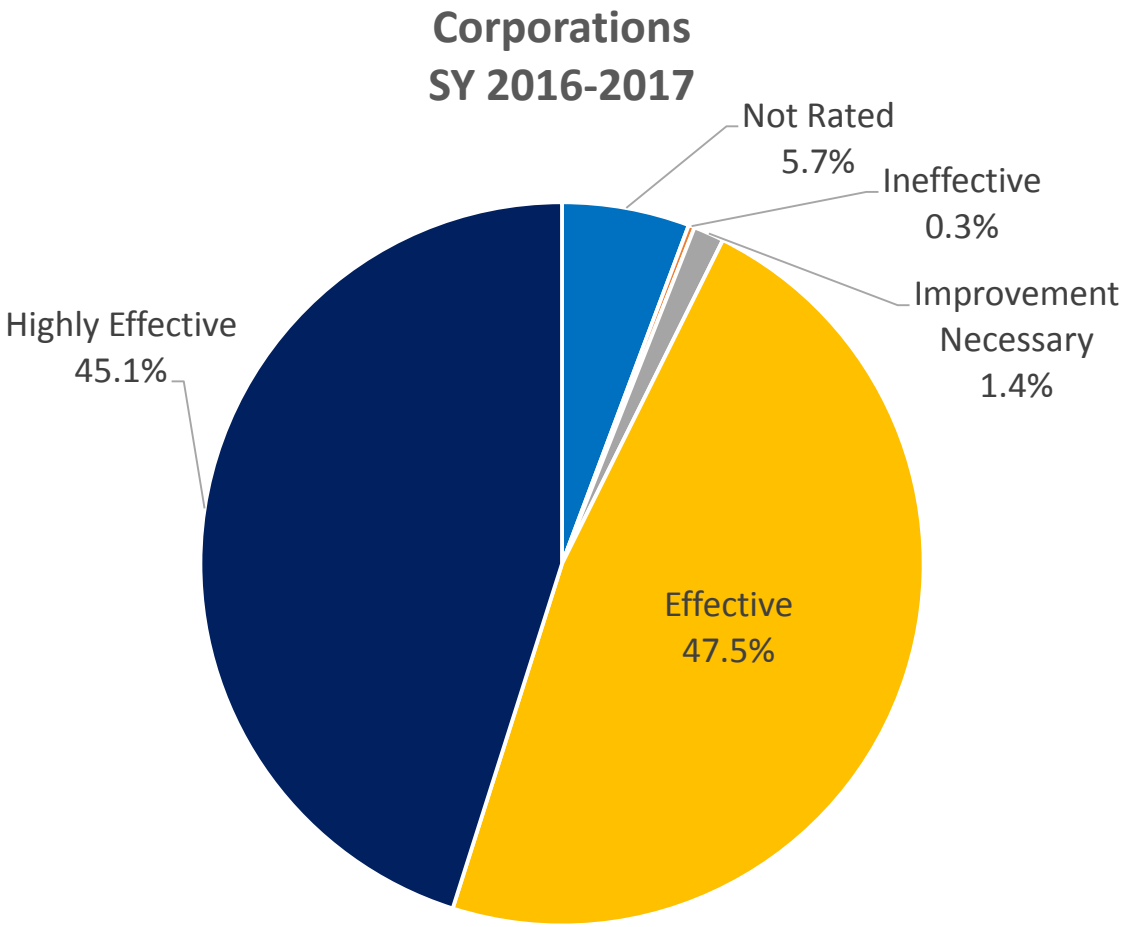
Superintendents

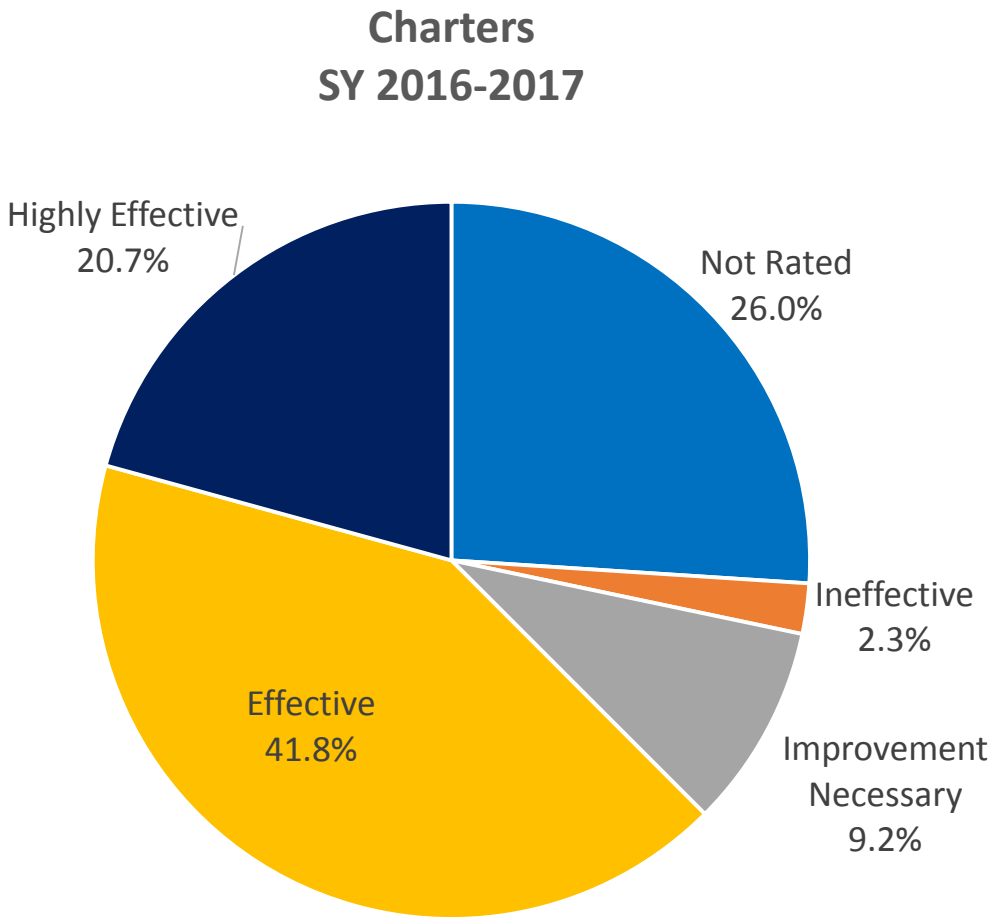
- Includes central office personnel to total 2,863
- Nearly 20% not rated
- 99% of total **rated** deemed Highly Effective or Effective

	2014-15	2015-16
Highly Effective	61.73%	59.58%
Effective	37.28%	39.52%
(of total rated)	**99.01%**	**99.10%**



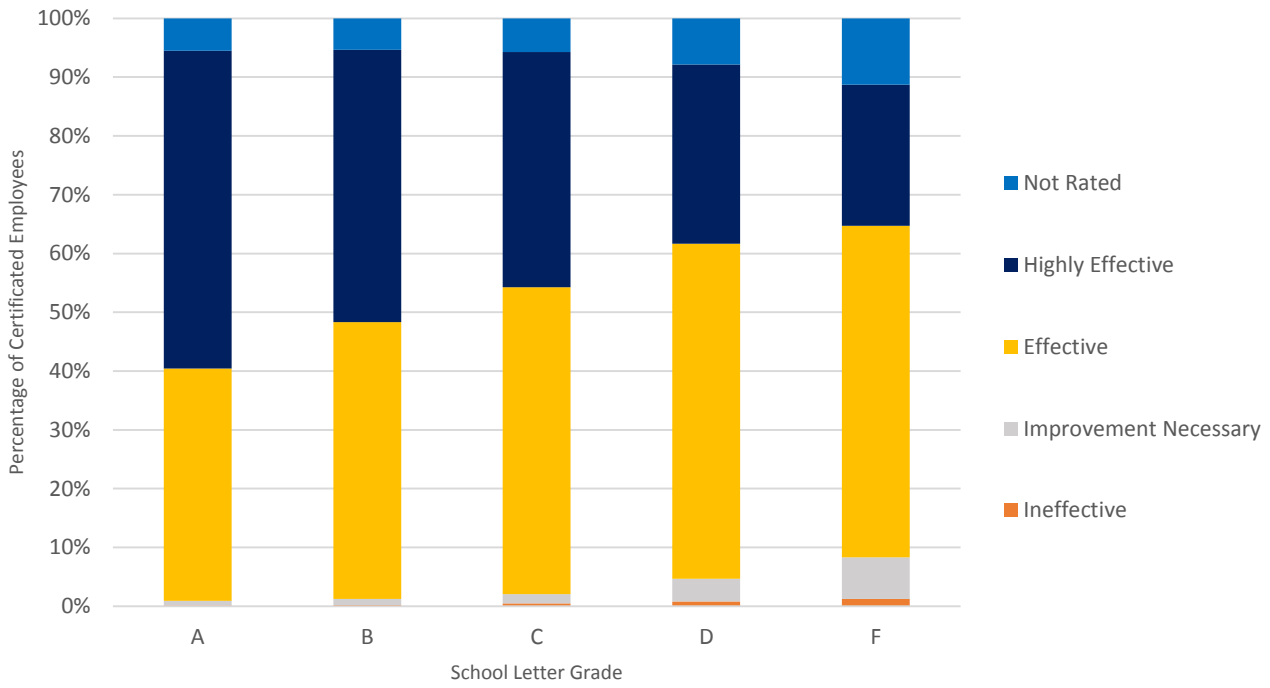
School Types: All certificated employees





School Accountability

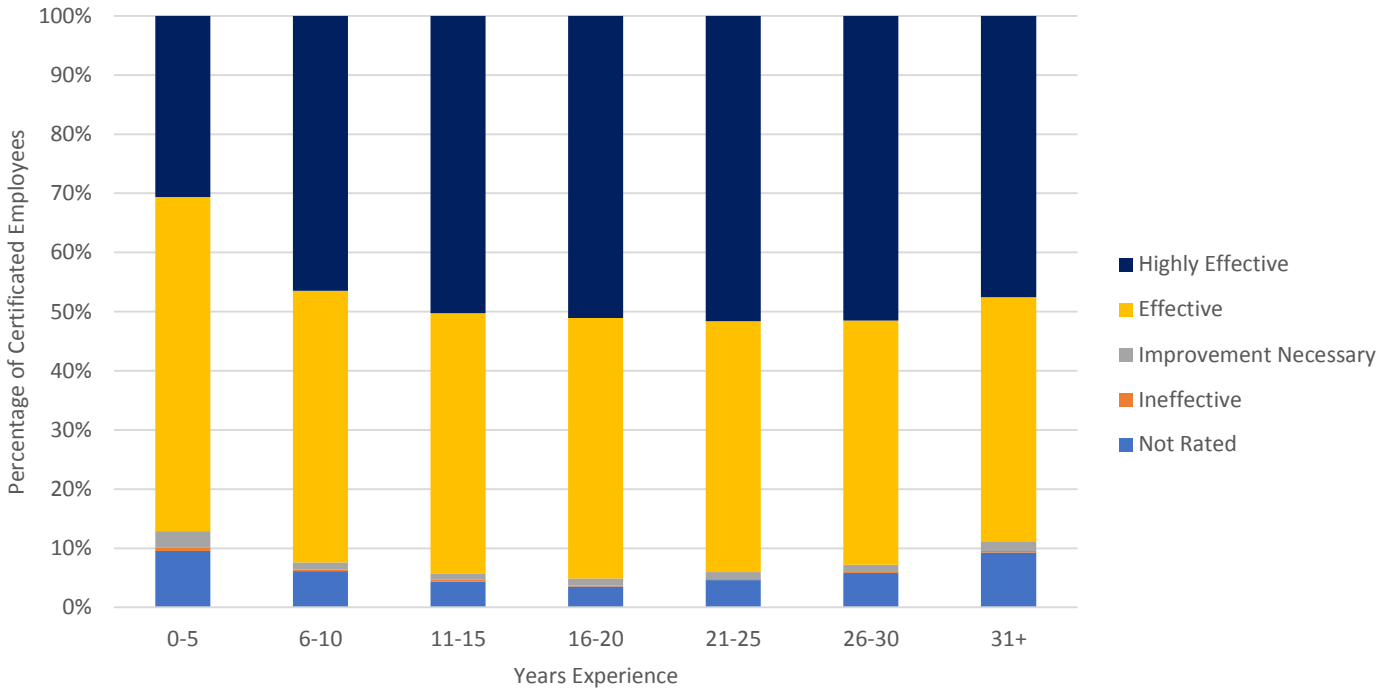
- Over half Highly Effective in “A” schools
- Less than one quarter Highly Effective in “F” schools
- Over double the percentage not rated in “F” schools as compared with “A” schools



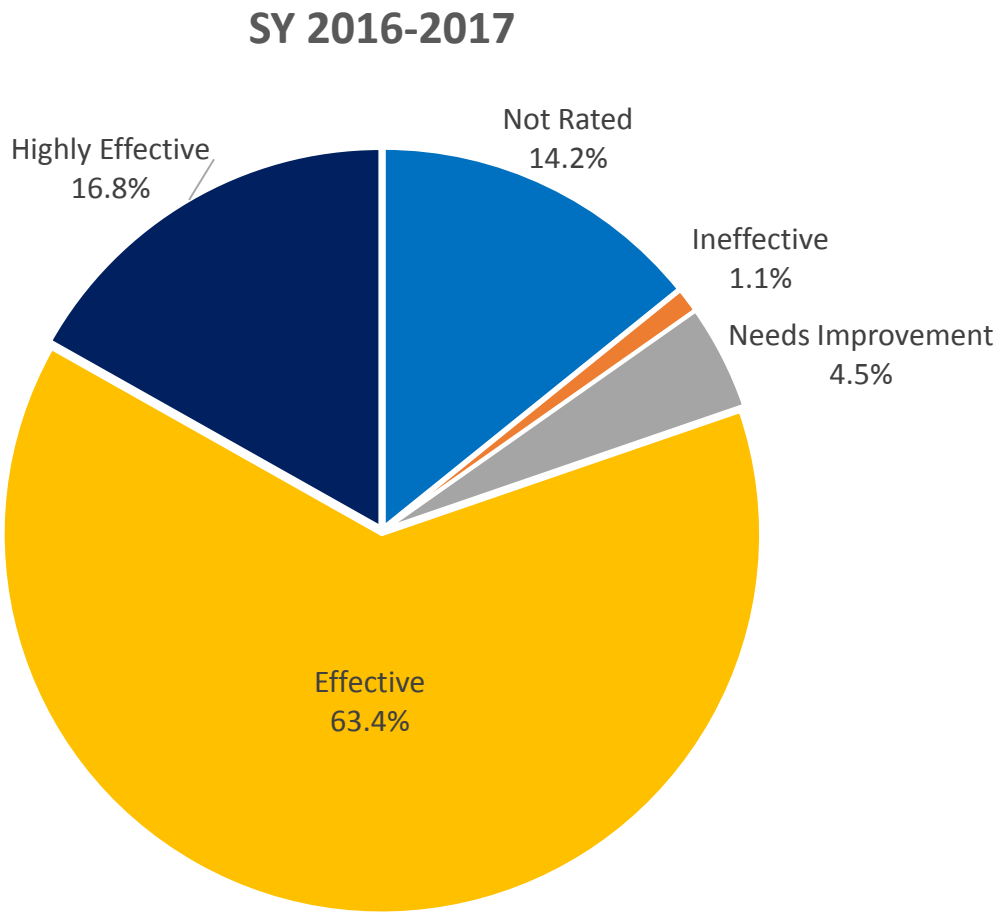
	A	B	C	D	F
Not Rated	5.51%	5.34%	5.71%	7.87%	11.29%
Highly Effective	54.04%	46.32%	40.02%	30.45%	24.01%
Effective	39.51%	47.09%	52.20%	57.03%	56.40%
Improvement Necessary	0.77%	1.04%	1.60%	3.85%	7.06%
Ineffective	0.16%	0.21%	0.47%	0.79%	1.24%

Years of Experience

- Highest percentage of Highly Effective in years 21-25
- Lowest percentage of Highly Effective in years 0-5



	0-5	6-10	11-15	16-20	21-25	26-30	31+
Highly Effective	30.60%	46.48%	50.26%	51.07%	51.59%	51.50%	47.58%
Effective	56.52%	45.91%	43.99%	44.04%	42.42%	41.30%	41.37%
Improvement Necessary	2.72%	1.20%	1.10%	1.18%	1.20%	1.21%	1.53%
Ineffective	0.61%	0.29%	0.32%	0.17%	0.18%	0.19%	0.26%
Not Rated	9.55%	6.12%	4.34%	3.54%	4.62%	5.80%	9.27%

Inexperienced Teachers

- First- and second-year teachers
- 94% of total **rated** deemed Highly Effective or Effective