Staff Performance Evaluation Results
2013-2014
Context

- IC 20-28-11.5-9 requires all charter schools and school corporations to submit summative evaluation ratings for all certificated educators*
- IC 20-28-9-1.5, Compensation Statute, applies only to school corporations; does not apply to charter schools
- IC 20-28-11.5-9 added school retention rates reporting requirement
- Corporation and school data may not match; educators working in multiple buildings
- DOE added additional reporting field to further explain educators not evaluated (N/A).
- Corporations under an unexpired contract do not report data
  - 2013-2014, 39 corporations
  - 2014-2015, 19 corporations
- All current and historic data will be housed on COMPASS

*Educators include teachers, principals, superintendents, and other certificated school/corporation personnel
# Statewide Results

<table>
<thead>
<tr>
<th>Corporations</th>
<th>Charter Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total educators reported for 2013-2014</strong></td>
<td>59,442</td>
</tr>
<tr>
<td><strong>2012-2013 vs. 2013-2014</strong></td>
<td>55,455 → 59,442 (6% increase)</td>
</tr>
<tr>
<td><strong>Total corporations/charter schools reported for 2012-2013 and 2013-2014</strong></td>
<td>2012-2013: 251 of 289</td>
</tr>
</tbody>
</table>
Statewide Results

2012-2013 Statewide Educator Staff Performance Results

- Effective, 61.15%
- Highly Effective, 26.43%
- N/A, 10%
- Ineffective, 0.39%
- Improvement Necessary, 2.03%

Effective/Highly Effective = 87.58%

2013-2014 Statewide Educator Staff Performance Results

- Effective, 53.54%
- Highly Effective, 35.47%
- N/A, 8.84%
- Ineffective, 0.35%
- Improvement Necessary, 1.80%

Effective/Highly Effective = 89.01%
2013-2014 Ratings by Role

Superintendents (includes assistants)
- Highly Effective: 41.36%
- Effective: 35.23%
- Improvement Necessary: 0.66%
- Ineffective: 0.22%
- N/A: 22.54%

Principals (includes assistants)
- Highly Effective: 37.16%
- Effective: 48.81%
- Improvement Necessary: 2.53%
- Ineffective: 0.58%
- N/A: 10.92%

Teachers
- Highly Effective: 35.35%
- Effective: 53.89%
- Improvement Necessary: 1.78%
- Ineffective: 8.64%
- N/A: 0.34%

* Data includes charter schools
Corporation A-F Results by School

2012-2013 Corporation School Grade A

- Highly Effective: 31.82%
- Effective: 57.83%
- Ineffective: 8.54%
- Improvement Necessary: 1.47%

2013-2014 Corporation School Grade A

- Highly Effective: 42.19%
- Effective: 49.18%
- Ineffective: 0.21%
- Improvement Necessary: 0.94%
Corporation A-F Results by School

2012-2013 Corporation School Grade B

- Highly Effective: 25.26%
- Effective: 62.49%
- Ineffective: 10.14%
- Improvement Necessary: 0.42%
- N/A: 1.69%

2013-2014 Corporation School Grade B

- Highly Effective: 34.19%
- Effective: 56.22%
- Ineffective: 7.66%
- Improvement Necessary: 0.32%
- N/A: 1.61%
Corporation A-F Results by School

### 2012-2013 Corporation School Grade C

- **Highly Effective**: 22.15%
- **Effective**: 65.76%
- **Improvement Necessary**: 0.57%
- **Ineffective**: 9.18%

### 2013-2014 Corporation School Grade C

- **Highly Effective**: 28.03%
- **Effective**: 60.69%
- **Ineffective**: 0.41%
- **Improvement Necessary**: 2.07%
- **N/A**: 8.80%
Corporation A-F Results by School

2012-2013 Corporation School Grade D

- Highly Effective: 15.88%
- Effective: 68.21%
- Ineffective: N/A
- Improvement Necessary: 2.91%
- Improvement: 0.30%

2013-2014 Corporation School Grade D

- Highly Effective: 16.22%
- Effective: 67.23%
- Ineffective: 0.42%
- Improvement Necessary: 4.23%
- Improvement: N/A, 11.90%
### Corporation A-F Results by School

#### 2012-2013 Corporation School Grade F

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ineffective</td>
<td>0.77%</td>
</tr>
<tr>
<td>Improvement Necessary</td>
<td>5.56%</td>
</tr>
<tr>
<td>N/A</td>
<td>14.45%</td>
</tr>
<tr>
<td>Highly Effective</td>
<td>11.38%</td>
</tr>
<tr>
<td>Effective</td>
<td>67.84%</td>
</tr>
</tbody>
</table>

#### 2013-2014 Corporation School Grade F

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ineffective, Improvement Necessary</td>
<td>4.86%</td>
</tr>
<tr>
<td>N/A</td>
<td>13.58%</td>
</tr>
<tr>
<td>Highly Effective, Effective</td>
<td>14.84%</td>
</tr>
<tr>
<td>Effective</td>
<td>66.26%</td>
</tr>
</tbody>
</table>
Charter A-F Results by School

2013-2014 Charter School Grade A

- Highly Effective, 36.29%
- Effective, 42.11%
- Ineffective, 1.11%
- Improvement Necessary, 6.65%
- N/A, 13.85%

2013-2014 Charter School Grade B

- Highly Effective, 15.20%
- Effective, 49.51%
- Ineffective, 0.00%
- Improvement Necessary, 5.88%
- N/A, 29.41%
### 2013-2014 Charter School Grade D

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>15.58%</td>
</tr>
<tr>
<td>Effective</td>
<td>45.61%</td>
</tr>
<tr>
<td>Improvement Necessary</td>
<td>6.23%</td>
</tr>
<tr>
<td>Ineffective</td>
<td>4.25%</td>
</tr>
<tr>
<td>N/A</td>
<td>28.33%</td>
</tr>
</tbody>
</table>

### 2013-2014 Charter School Grade F

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>5.75%</td>
</tr>
<tr>
<td>Effective</td>
<td>45.21%</td>
</tr>
<tr>
<td>Improvement Necessary</td>
<td>6.75%</td>
</tr>
<tr>
<td>Ineffective</td>
<td>6.75%</td>
</tr>
<tr>
<td>N/A</td>
<td>26.58%</td>
</tr>
</tbody>
</table>
2013-2014 N/A Results
(8.84% of total educators)

- Deceased, 28
- FMLA, 179
- Retired, 668
- No Longer with Corp/Charter, 1,419
- Other, 3,194
School Retention Rates

- 81.61% is the state average for all reported schools for the 2013-2014 school year.

- School Retention Rate was calculated by:
  - taking the sum of educators reported in a particular school building for 2012-2013 and 2013-2014 and dividing that number by the number of educators who were reported in that school building for 2012-2013.

- Keep in mind that the state average retention rate includes teachers that moved to a different school within the same corporation.
School Retention Rates by A-F Results

- Grade A: 85%
- Grade B: 83%
- Grade C: 80%
- Grade D: 71%
- Grade F: 64%
Emerging Corporation Trends

Highly Effective Educators by A-F Grade Results

Ineffective/Improvement Necessary Educators by A-F Results