

## Indiana Department of Education (IDOE) Effectiveness Survey Tables

### 3-Year Trend

#### Description:

Each year the Indiana Department of Education (IDOE) surveys school leaders regarding the effectiveness of teachers prepared by EPPs within the state. It compiles the data according to years in service from first year completers to third year completers. This survey is conducted with no interaction on the part of the EPP and the data then becomes part of the EPP's state report card.

**Table 1a.**

**IDOE Effectiveness Data**

	Teachers with One (1) Year Experience			Teachers with Two (2) Years Experience			Teachers with Three (3) Years Experience		
Title II Report Year	Effective	Highly Effective	Total of Teachers Evaluated	Effective	Highly Effective	Total of Teachers Evaluated	Effective	Highly Effective	Total of Teachers Evaluated
2020	37	7	45	41	13	57	22	12	35
2021	10	2	12	12	8	20	20	4	25
2022	9	4	14	15	7	25	19	13	32

**Table 1b.**

Grand Totals	Grand Total Rated Effective	Grand Total Rated Highly Effective	Grand Total Effective and Highly Effective	Grand Total Teachers Evaluated	Final Percent
2020	100	32	132	137	<b>96.35%</b>
2021	42	14	56	57	<b>98.25%</b>
2022	43	24	67	71	<b>94.37%</b>

**Table 2.**

Effectiveness ratings of cohort 2018-19 through their first three years of teaching

Cohort 18-19	Effective	Highly Effective	Other	Total	% Effective or Highly Effective
1 <sup>st</sup> Year (2020)	37	7	1	45	97.78%
2 <sup>nd</sup> Year (2021)	12	8	0	20	100%
3 <sup>rd</sup> Year (2022)	19	13	0	32	100%

**Table 3.**

Cohort 2019-20 first and second-year effectiveness ratings.

Cohort 19-20	Effective	Highly Effective	Other	Total	% Effective or Highly Effective
1 <sup>st</sup> Year	10	2	0	12	100%
2 <sup>nd</sup> Year	15	7	3	25	88.00%

**Table 4.**

Effectiveness ratings for all first, second, and third-year teachers.

ALL	Effective	Highly Effective	Other	Total	% Effective or Highly Effective	% Highly Effective
1 <sup>st</sup> Year	56	13	2	71	97.18%	18.31%
2 <sup>nd</sup> Year	68	28	6	102	94.12%	27.45%
3 <sup>rd</sup> Year	61	29	2	92	97.83%	31.52%

**Analysis:**

- Over the three cycles of data, the overall effectiveness of completers was very high (Tables 1a and 1b).
- The overall number of completers that school leaders evaluated for IDOE each year (Table 1b) has varied considerably, from 137 in 2020, to 57 in 2021, to 71 in 2022
- Following the 2018-19 cohort through all three cycles (Table 2), their effectiveness increased from 97.78% in year one to 100% in year three. The 2019-2020 cohort is not demonstrating the same pattern in their second year (Table 3).
- When tracking all completers (Table 4), the number of teachers rated “highly effective” increased each year with more time in the field.

**Interpretation:**

It is no surprise that completers’ effectiveness ratings increased over time. Experience has long been positively correlated to teacher effectiveness and Marian completers are typical in their arc of professional competence. The decrease in the number of teachers evaluated in 2021 and increase in 2022 (Table 1b) were likely impacted by two factors: 1) impact of COVID-19 pressures on school administrators in 2021, and 2) the fact that 19 seniors entered our new 5th year Residency program in 2021, removing them from the pool of evaluated teachers for that year, but introducing them in 2022, which likely contributed to the increase in that year.