

**IDOE Effectiveness Survey Data**  
**3-Year Analysis**  
**2022-2024**

**Description:**

Each year, the Indiana Department of Education (IDOE) surveys school leaders regarding the effectiveness of teachers prepared by the Educator Preparation Program (EPP) 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 becomes part of the EPP's state report card. The tables below compare the effectiveness ratings between teachers prepared by Marian University and other Indiana EPPs.

**Table 1A: IDOE Effectiveness Data for Marian University**

|                | Teachers with One<br>(1) Year of Experience |           |                     | Teachers with Two<br>(2) Years of experience |           |                     | Teachers with Three<br>(3) Years of experience |           |                     | 3-Year Grand Totals<br>(Year 1 - Year 3) |           |                     |                                     |  |
|----------------|---|-----------|---------------------|--|-----------|---------------------|--|-----------|---------------------|--|-----------|---------------------|-------------------------------------|--|
| Report<br>Year | n   | Effective | Highly<br>Effective | n  | Effective | Highly<br>Effective | n  | Effective | Highly<br>Effective | N  | Effective | Highly<br>Effective | Effective or<br>Highly<br>Effective | Percent Effective<br>or Highly Effective |
| 2024           | <10   | <10       | <10                 | 11   | 8         | 3                   | <10  | <10       | <10                 | 11                                       | 8         | 3                   | 11                                  | 100%                                     |
| 2023           | 16  | 11        | 4                   | 27   | 16        | 8                   | 62   | 38        | 24                  | 105                                      | 65        | 36                  | 101                                 | 96.2%                                    |
| 2022           | 14  | 9         | 4                   | 25   | 15        | 7                   | 32   | 19        | 13                  | 71                                       | 43        | 24                  | 67                                  | 94.4%                                    |

**Table 1B: IDOE Effectiveness Data for the State**

|                | Teachers with One (1)<br>Year of Experience |           |                     | Teachers with Two (2)<br>Years of experience |           |                     | Teachers with Three (3)<br>Years of experience |           |                     | 3-Year Grand Totals<br>(Year 1 - Year 3) |           |                     |                                     |   |
|----------------|---|-----------|---------------------|--|-----------|---------------------|--|-----------|---------------------|--|-----------|---------------------|-------------------------------------|---|
| Report<br>Year | n   | Effective | Highly<br>Effective | n  | Effective | Highly<br>Effective | n  | Effective | Highly<br>Effective | N  | Effective | Highly<br>Effective | Effective or<br>Highly<br>Effective | Percent Effective<br>or Highly<br>Effective |
| 2024           | 3354  | 2458      | 678                 | 385  | 260       | 108                 | 338  | 197       | 130                 | 4077                                     | 2915      | 916                 | 3831                                | <b>94.0%</b>                                |
| 2023           | 1040  | 788       | 219                 | 1274   | 826       | 420                 | 2830   | 1626      | 1172                | 5144                                     | 3240      | 1811                | 5051                                | <b>98.2%</b>                                |
| 2022           | 976   | 735       | 210                 | 1217   | 786       | 403                 | 1367   | 783       | 568                 | 3560                                     | 2304      | 1181                | 3485                                | <b>97.9%</b>                                |

**Table 2A: Effectiveness Ratings of Marian University Teachers after One to Three Years of Experience**

| Years of<br>Teaching<br>Experience | # Rated<br>Effective | # Rated<br>Highly<br>Effective | Other | Percent Rated<br>Highly<br>Effective | Percent Rated<br>Effective or<br>Highly Effective |
|------------------------------------|----------------------|--------------------------------|-------|--------------------------------------|---|
| 3 years                            | 57                   | 37                             | 0     | <b>39.36%</b>                        | <b>100%</b>                                       |
| 2 years                            | 39                   | 18                             | 6     | <b>28.57%</b>                        | <b>90.48%</b>                                     |
| 1 year                             | 30                   | 10                             | 2     | <b>23.81%</b>                        | <b>95.24%</b>                                     |

**Table 2B: Effectiveness Ratings of Statewide Teachers after One to Three Years of Experience**

| Years of Teaching<br>Experience | # Rated<br>Effective | # Rated Highly<br>Effective | Other | Percent Rated<br>Highly Effective | Percent Rated<br>Effective or Highly<br>Effective |
|---------------------------------|----------------------|-----------------------------|-------|-----------------------------------|---|
| 3 years                         | 2606                 | 1870                        | 59    | <b>41.23%</b>                     | <b>98.7%</b>                                      |
| 2 years                         | 1892                 | 931                         | 53    | <b>32.37%</b>                     | <b>98.16%</b>                                     |
| 1 year                          | 3981                 | 1107                        | 282   | <b>20.61%</b>                     | <b>94.75%</b>                                     |

**Analysis:**

- The number of Marian completers that school leaders evaluated for IDOE decreased substantially in 2024, going from 105 rated in 2023 to only 11 rated in 2024 (Table 1A).
- The state saw an increase in the number of first-year completers rated in 2024, but a large drop in the number of completers rated with 2 or 3 years of teaching (Table 1B).
- Marian completers are consistently rated effective or highly effective across the three-year data cycle (See Tables 1A and 2A).
- The percentage of Marian completers rated effective or highly effective increased from 94.4% in 2022 to 100% in 2024 (Table 1A).
- The percentage of Marian completers rated highly effective increases with each year of service, from 23.81% in year one, to 28.57% in year two, to 39.36% in year three (Table 2A).

**Interpretation:**

The data supports the expectation that completers' effectiveness ratings should increase with more classroom experience. The positive correlation between experience and teacher effectiveness has been well-established, and data shows that Marian completers' teaching effectiveness increases over time. While there was a slight decrease in the number of EPP completers rated effective or highly effective in their second year, the number rated highly effective continued to increase in year two and into year three.

The most striking finding is the dramatic decrease in the number of EPP completers evaluated by school leaders for the IDOE between 2023 and 2024, dropping substantially from 105 to only 11. This warrants further investigation, with potential contributing factors including low enrollment in recent years and the fact that only 10 undergraduate students reported securing full-time teaching positions by May 2023, likely resulting in fewer graduates entering the workforce in the 2023-2024 school year.