

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

### 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 1.**

### IDOE Effectiveness Data

Year	Teachers with One (1) Year Experience			Teachers with Two (2) Years Experience			Teachers with Three (3) Years Experience		
	Effective	Highly Effective	Total of Teachers Evaluated	Effective	Highly Effective	Total of Teachers Evaluated	Effective	Highly Effective	Total of Teachers Evaluated
2018	65	6	83	33	5	42	46	8	55
2019	46	6	61	52	7	67	30	5	37
2020	37	7	45	41	13	57	22	12	35

Grand Totals	Grand Total Rated Effective	Grand Total Rated Highly Effective	Grand Total Effective and Highly Effective	Grand Total Teachers Evaluated	Final Percent
2018	144	19	163	180	<b>90.56%</b>
2019	128	18	146	165	<b>88.48%</b>
2020	100	32	132	137	<b>96.35%</b>

**Table 2.**

Effectiveness ratings of cohort 2016-17 through their first three years of teaching

Cohort 16-17	Effective	Highly Effective	Other	Total	% Effective or Highly Effective
1 <sup>st</sup> Year (2018)	65	6	12	83	86%
2 <sup>nd</sup> Year (2019)	52	7	8	67	88%
3 <sup>rd</sup> Year (2020)	22	12	1	35	97%

**Table 3.**

Effectiveness ratings for years two and three for cohort 2015-16

Cohort 15-16	Effective	Highly Effective	Other	Total	% Effective or Highly Effective
2 <sup>nd</sup> Year	35	5	4	42	90%
3 <sup>rd</sup> Year	30	5	2	37	95%

**Table 4.**

Cohort 2017-18 first and second year effectiveness ratings.

Cohort 17-18	Effective	Highly Effective	Other	Total	% Effective or Highly Effective
1 <sup>st</sup> Year	46	6	9	61	85%
2 <sup>nd</sup> Year	41	13	3	57	95%

**Table 5.**

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	148	19	22	189	88%	10%
2 <sup>nd</sup> Year	126	25	15	166	91%	15%
3 <sup>rd</sup> Year	98	25	4	127	97%	20%

**Analysis:**

- Over the cycles of data, the overall effectiveness of the completers was very high
- While ratings were very high, the overall effectiveness rating did drop in the middle before bouncing back
- Following the 2017 cohort, their effectiveness ratings increased from 88% to 97% from year one to year three. This is consistent with the prior year data.
- When tracking cohort members, effectiveness ratings increased over time in the field
- When all first, second, and third year completer effectiveness ratings are combined, they increase from 86% to 97% over the three years. This is consistent with the prior year data.

**Interpretation:**

It is no surprise that completers' effectiveness ratings increased over time, experience has long been positively correlated to teacher effectiveness. It can then be argued that Marian completers are typical in their arc of professional competence. However, these findings do offer direction in how Marian approaches the development of teacher candidates as they prepare to enter the field.

**Action:**

Given what this evidence suggests about the improvement of teacher effectiveness from year one to year three, Marian saw an opportunity. Beginning in 2017, Marian invested in the Mursion virtual reality training simulation software. This software can simulate a classroom environment and various real-time scenarios with avatars controlled by a human trainer. This software is now used in seven different classes in the undergraduate, teacher preparation program as a way to expose candidates to a wide array of classroom and educational situations in a controlled environment. The purpose of this approach is to start early in the program exposing candidates to these situations such that when they are in an actual classroom they are more prepared and able to focus on more specific skills related to effective teaching. New and diverse avatars have been incorporated into the Mursion simulation training.