



INDIANA
DEPARTMENT of
EDUCATION

School Staff Performance Evaluation Results

2023-2024

Indiana Department of Education

100 N. Senate Ave.

Indianapolis, IN 46204



Table of Contents

2023-2024 School Staff Performance Evaluation Results	3
Total Distribution	4
Not Rated Evaluations	5
Teachers Evaluations	6
Building-Level Administrator Evaluations	7
Central Office Evaluations	8
Retention Data	9

2023-2024 School Staff Performance Evaluation Results

As required by Indiana Code (IC) 20-28-11.5-9, the Indiana Department of Education (IDOE) must annually report the results of school staff performance evaluations in the aggregate to the Indiana State Board of Education (SBOE) and publish the following on IDOE's website:

1. The aggregate of certificated employees of each school and school corporation;
2. The aggregate of graduates of each teacher preparation program in Indiana;
3. For each school described in subsection (b), the annual rate of retention for certificated employees for each school within the charter school or school corporation; and
4. The aggregate results of school staff performance evaluations for each category described in section 4(b) of this chapter. In addition to the aggregate results, the results must be broken down:
 - a. By the content area of the initial teacher license received by teachers upon completion of a particular teacher preparation program; or
 - b. As otherwise requested by a teacher preparation program, as approved by SBOE.

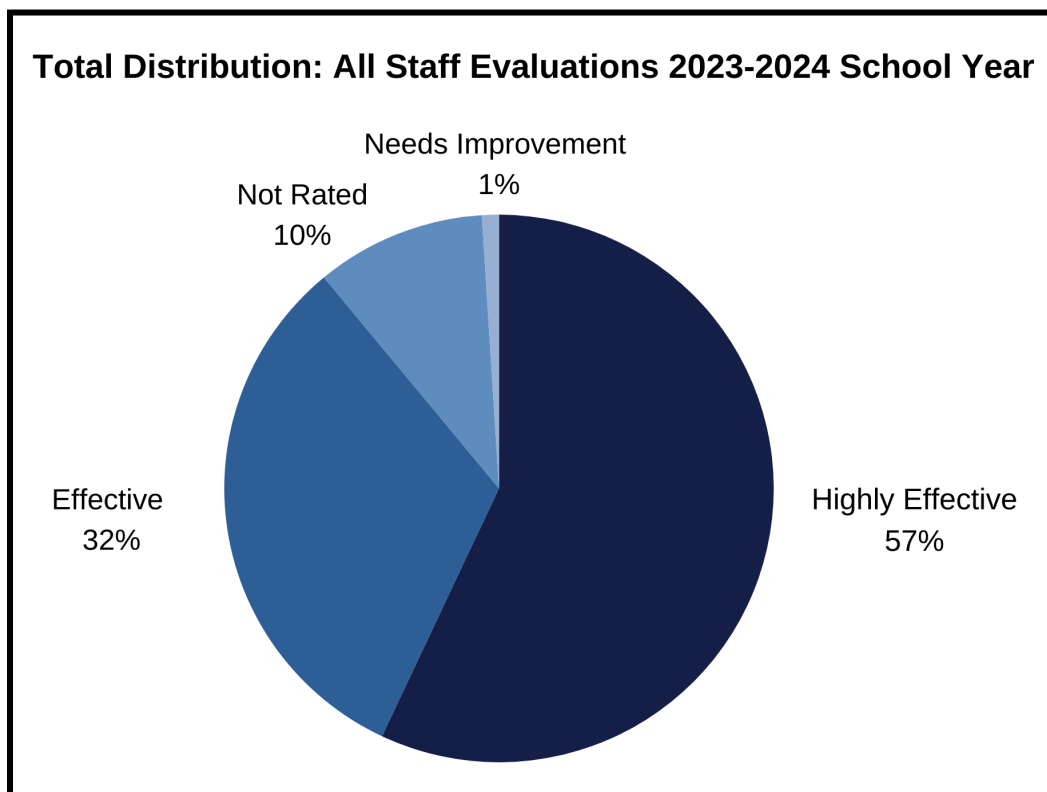
Certified Employee Breakdown by Reporting Entity	
Corporation	73,058
Charter School	3,600
Special Education Cooperative	280
University School	87
Vocational Education Cooperative	34
Total	77,059

Certified Employee Breakdown by Position	
Teachers	72,029
School-Level Administrators	3,926
Central Office Administrators	1,104
Total	77,059

Total Distribution

The following data provides ratings for all reported employees for the 2023-2024 school year.

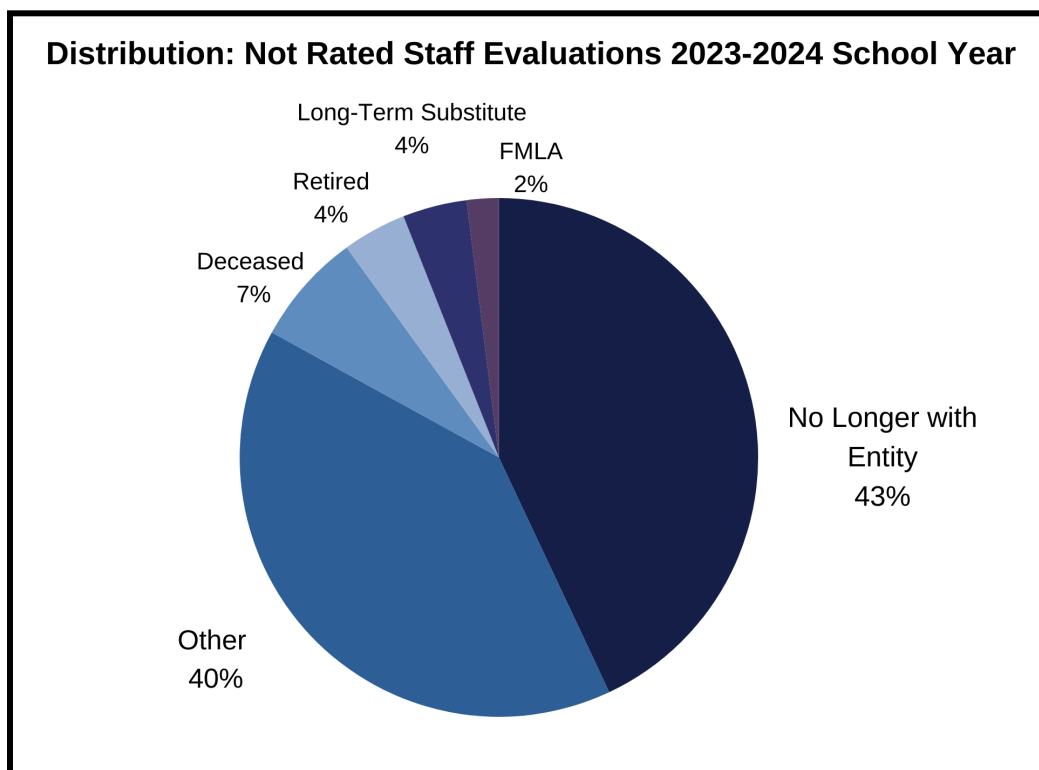
- **Highly Effective:** 57%
- **Effective:** 32%
- **Not Rated:** 10%
- **Needs Improvement:** 1%
- **Ineffective:** 0%



Not Rated Evaluations

The following data shows the rationale for any *Not Rated* responses for school staff.

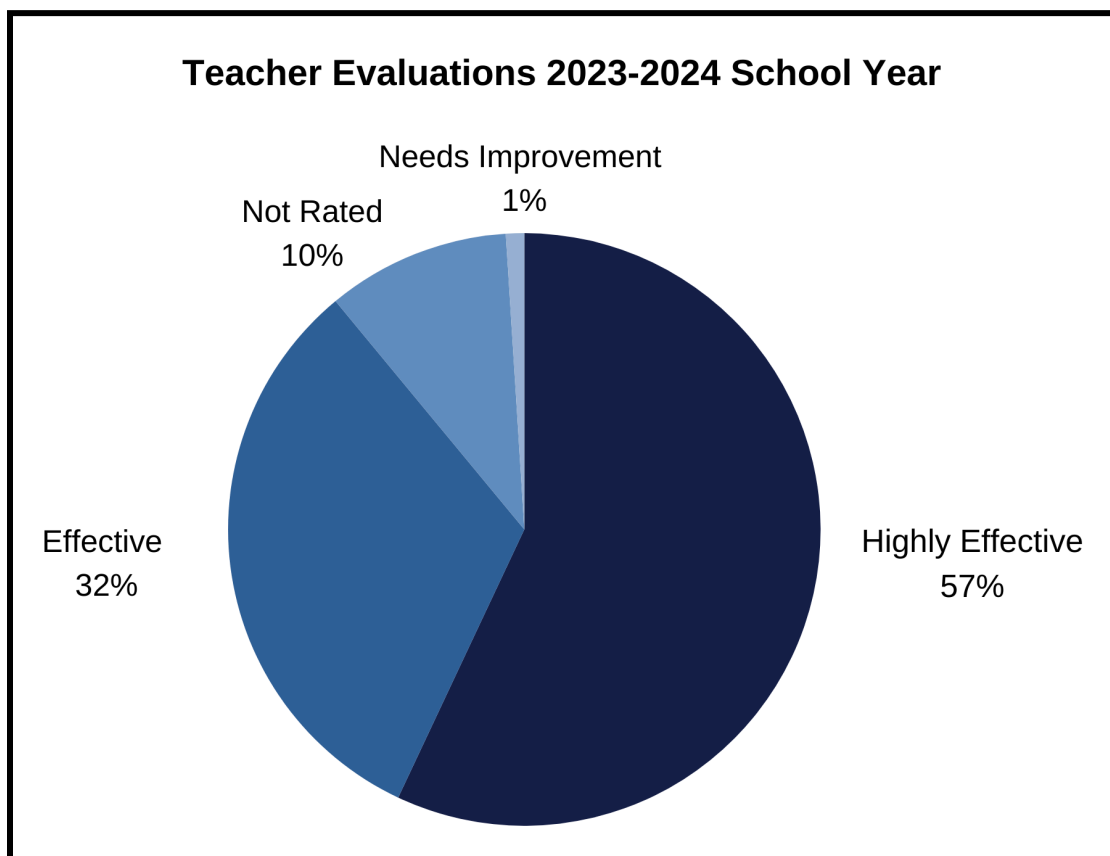
- **No longer with the entity:** 43%
- **Other:** 40%
- **Deceased:** 7%
- **Retired:** 4%
- **Long-Term Substitute:** 4%
- **Family and Medical Leave of Absence (FMLA):** 2%



Teachers Evaluations

The following data provides the breakdown of responses for all school staff who were designated as teachers, which includes all non-administrators (72,029 total).

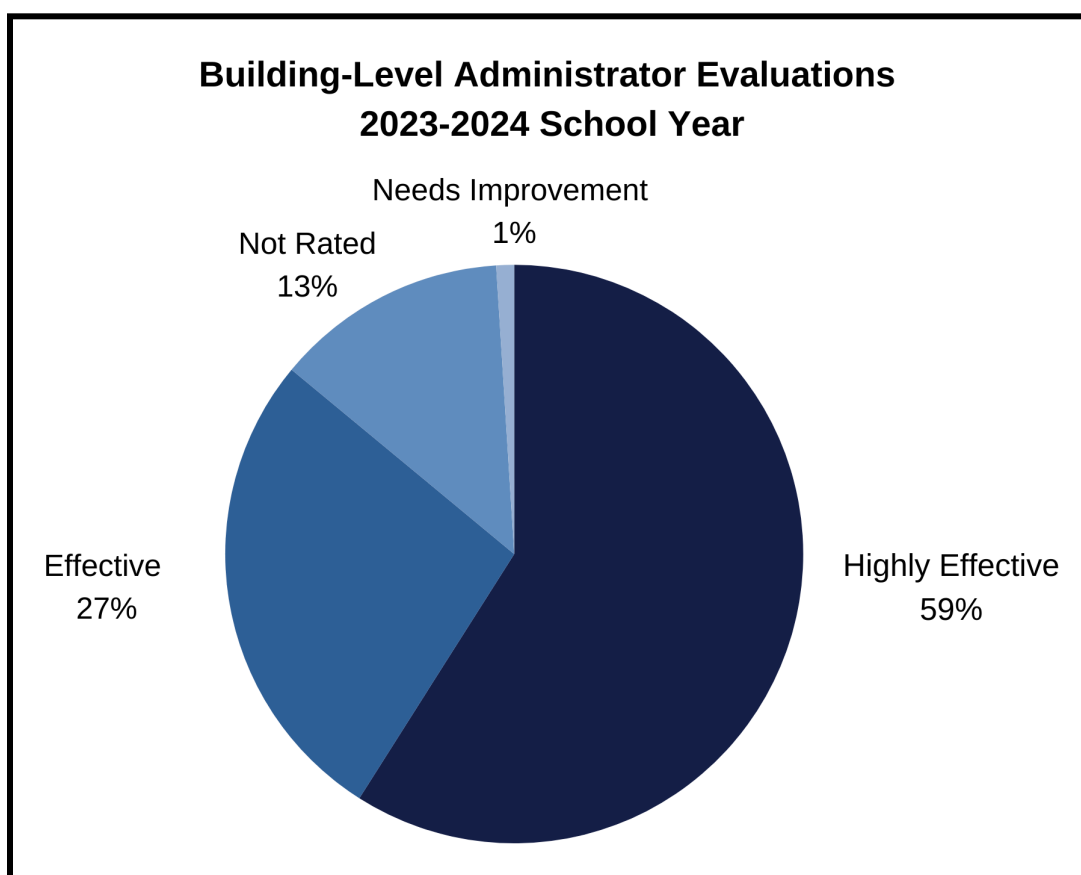
- **Highly Effective:** 57%
- **Effective:** 32%
- **Not Rated:** 10%
- **Needs Improvement:** 1%
- **Ineffective:** 0%



Building-Level Administrator Evaluations

The following data provides the breakdown of responses for all school staff who were designated as assistants and other school-based administrators (3,926 total).

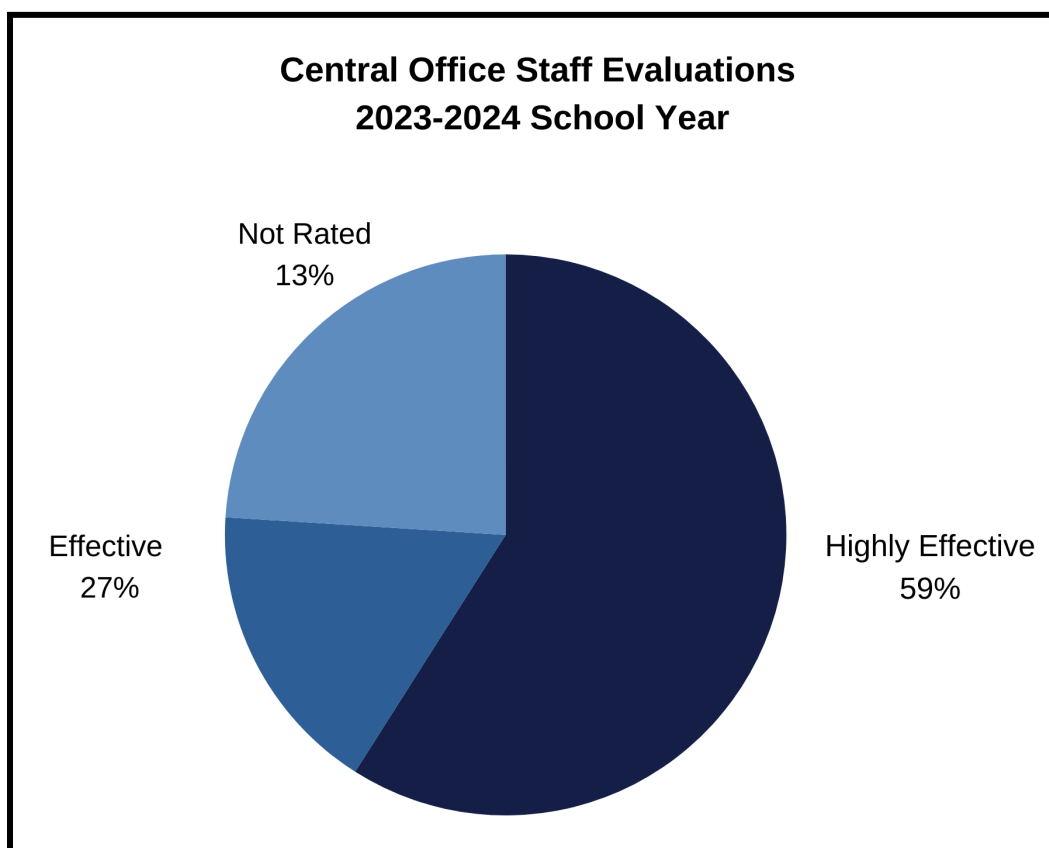
- **Highly Effective:** 59%
- **Effective:** 27%
- **Not Rated:** 13%
- **Needs Improvement:** 1%
- **Ineffective:** 0%



Central Office Evaluations

The following data provides the breakdown of responses for all school staff who were designated as central office staff (1,104 total).

- **Highly Effective:** 59%
- **Effective:** 17%
- **Not Rated:** 24%
- **Needs Improvement:** 0%
- **Ineffective:** 0%



Retention Data

Retention breakdowns and breakdowns of school staff evaluation results submitted to IDOE can be found in [this spreadsheet](#).

Additional information and reports from previous years can be found on IDOE's [Educator Evaluations webpage](#).