

The Every Student Succeeds Act (ESSA) was signed into law on December 10, 2015. It reauthorizes the 1965 Elementary and Secondary Education Act (ESEA), which was previously reauthorized as No Child Left Behind (NCLB). The Indiana Department of Education (IDOE) developed a summary of each major section within our state’s ESSA plan.

## Guiding Principles

The IDOE developed guiding principles to drive ESSA plan development:



## Supporting Educators Overview

The Supporting Educators section of ESSA outlines how the IDOE will support the recruitment, preparation, induction, evaluation, advancement and retention of teachers and principals in Indiana. Under the direction of the Chief Talent Officer, the IDOE Offices of Educator Effectiveness, Educator Licensing, and Educator Preparation strive to build teacher and leader capacity and effectiveness to promote equitable access to excellent educators and positively impact student achievement and growth by:

- Providing technical assistance and resources for implementing induction programs, evaluation and support systems, and career pathways;
- Guiding local education agencies (LEAs) in utilizing evaluation and support system data to drive professional learning and bolster recruitment and retention efforts;
- Coordinating recognition programs to honor and reward excellent educators; and
- Establishing and implementing high-quality, rigorous preparation and licensure programs.

## Support Highlights

The following chart highlights investments that will be made to support teacher and leader quality in Indiana. Title II, Part A will be a critical funding stream in helping the IDOE and key stakeholders leverage evaluation and support systems to recruit, prepare, develop, support, advance, reward, and retain great teachers and leaders – our most important and valuable asset for improving student outcomes. Our commitment to attract talented educators and keep them in the profession also will be evidenced as we employ State funds to implement and sustain a “Recruitment and Retention Campaign” focused on reframing the public narrative concerning the quality of the teaching experience in Indiana.

The IDOE has identified a variety of investments it will make or continue to make to ensure schools and districts have the support structures they need for improving teacher and leader quality that are essential for ensuring equitable access and success for all students. The chart below outlines the support activity, funding source, the IDOE office and initial year of implementation for each investment we intend to make:

	Activity	Funding Source(s)	IDOE Office(s)	Initial Implementation
Recruitment	Web-based recruitment portal	<ul style="list-style-type: none"> <li>Title II, Part A (4% state activities)</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> </ul>	SY 2017-2018
	Promotion of the profession—“recruitment and retention campaign”	<ul style="list-style-type: none"> <li>State funds</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> <li>Communications</li> <li>Digital Media</li> </ul>	SY 2017-2018
Preparation	Educator preparation program partnerships—including pre-service residency opportunities	<ul style="list-style-type: none"> <li>Title II, Part A (4% state activities)</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> <li>Educator Preparation</li> </ul>	SY 2018-2019
	Educator preparation program review, approval, evaluation, and accountability	<ul style="list-style-type: none"> <li>Title II, Part A (4% state activities)</li> </ul>	<ul style="list-style-type: none"> <li>Educator Preparation</li> </ul>	SY 2013-2014
Induction	Induction programming for novice teachers	<ul style="list-style-type: none"> <li>Title II, Part A (4% state activities)</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> <li>School Improvement</li> </ul>	SY 2016-2017
Evaluation	Evaluation system implementation technical assistance	<ul style="list-style-type: none"> <li>Title II, Part A (4% state activities)</li> <li>State funds</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> <li>School Improvement</li> </ul>	SY 2011-2012
	Title II, Part A LEA application revision	<ul style="list-style-type: none"> <li>Title II, Part A (4% administration)</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> <li>Title Grants and Support</li> </ul>	SY 2017-2018
Advancement & Retention	Dual credit teacher credentials	<ul style="list-style-type: none"> <li>Title II, Part A (4% state activities)</li> <li>State funds</li> </ul>	<ul style="list-style-type: none"> <li>Educator Preparation</li> </ul>	SY 2017-2018
	Teacher leader network and summit	<ul style="list-style-type: none"> <li>Title II, Part A (4% state activities)</li> <li>Local sponsorships</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> </ul>	SY 2017-2018
	Instructional culture survey and responsive professional development for school leaders	<ul style="list-style-type: none"> <li>Title II, Part A (3% set-aside)</li> </ul>	<ul style="list-style-type: none"> <li>Educator Effectiveness</li> <li>School Improvement</li> </ul>	SY 2017-2018

### Where Can I Learn More?

- To view other ESSA section summaries, or review the entire draft plan, visit: <https://www.doe.in.gov/essa>
- For additional information, contact:
  - Patrick McAlister, Director of Policy, [pmcalister@doe.in.gov](mailto:pmcalister@doe.in.gov)