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## Indiana

School Management	<b>B</b>	
Finance	<b>C</b>	
Staffing: Hiring & Evaluation	<b>C</b>	
Staffing: Removing Ineffective Teachers	<b>D</b>	
Data	<b>B</b>	
Pipeline to Postsecondary	<b>B</b>	
Technology	<b>D</b>	
State Reform Environment	<b>?</b>	
Gold Stars		

**School Management.** Indiana does a good job managing its schools in a way that encourages thoughtful innovation. Although 92% of teachers report that routine duties and paperwork interfere with their teaching, the state has very good academic standards and provides rewards to high-performing or improving schools.

**Finance.** Overall, Indiana earns a middling grade in this category. While the state gets a very low mark for the simplicity of its state funding mechanism, it receives an excellent score for the online accessibility of its financial data. Indiana does not have a performance pay program for teachers.

**Staffing: Hiring & Evaluation.** Indiana receives an average mark for its teacher hiring and evaluation system. Seven percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. However, Indiana requires incoming teachers to pass basic skills and subject-knowledge tests.

**Staffing: Removing Ineffective Teachers.** Indiana receives a disappointing score on the ability to remove poor-performing teachers from the classroom. Eighty-three percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, 22 percentage points higher than the national average of 61%. In addition, 80% of principals report that tenure is a barrier to removing poor-performing teachers.

**Data.** Indiana gets a solid mark for its state data system. The state has the ability to match individual students' test records from year to year and provides educators with access to an interactive school-level database for analysis. But while Indiana publicly reports college remediation data, it does not factor that information into its accountability system.

**Pipeline to Postsecondary.** Indiana receives an above-average mark for its efforts to improve college and career readiness. Seventy-three percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 8 percentage points higher than the national average of 65%. Also, 87% of Indiana schools report offering work-based internships.

**Technology.** Indiana receives a low grade in this category. The state has not established a virtual school and does not offer a computer-based assessment. Indiana also needs to significantly improve how it evaluates its return on investments in technology.

**State Reform Environment.** There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, Indiana factors a reliable graduation rate into its accountability system and supports common academic standards.

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