





### Analysis:

Marian completers are consistently rated effective or highly effective across the three-year data cycle (See Tables 1A and 2A). The number of Marian completers that school leaders evaluated for IDOE each year (Table 1A) has increased from 57 in 2021 to 105 in 2023.

The percentage of Marian completers rated as highly effective increased by 43.43% from year one (23.81% rated highly effective) to year three (34.17% rated highly effective). (See Table 2A)

The number of Marian completers rated highly effective or effective decreased from 95.24% after one year of teaching to 91.67% after two years of teaching. By Year 3, the number of effective or highly effective Marian completers increased to 98.33% (see Table 2A).

During that same period, state completers' overall highly effective ratings increased by over 52% from Year 1 (19.51%) to Year 3 (40.42%) (see Table 2B).

### 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 Maria