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| **Educator Preparation Program**  **2023 CAEP Annual Report of Accountability Measures** | |
| **Impact Measures** | **Outcome Measures** |
| ***Measure 1: Completer Impact & Effectiveness*** | ***Measure 3: Candidate Competency at Program Completion*** |
| State Teacher Evaluation for Professional Certification Status 2022 (Completers 2019-2020, Initial Programs)   * Pass rate: 100%; *statewide pass rate is 100%* * Teaching effectiveness ratings: 27% Exemplary, 73% Proficient   Teacher Classroom Student Growth Evaluation 2022 (Completers 2019-2020, Initial Programs)   * Average student growth ratio: +.07 (on a -1.0 to 1.0 scale; positive ratio indicates classroom student growth); *statewide ratio is .08*   Teacher Retention Rate (Completers 2014-2021, Initial Programs)   * 87% of last seven years of completers retained as teachers, *above national 5-year teacher retention rates of 50%* | Teacher Content Knowledge 2022 Praxis Licensure Exam (Completers 2022, Initial Programs)   * Pass rate: 100%   Teacher Internship Evaluation 2022 Pass Rate (Completers 2022, Initial Programs)   * Pass rate: 100%, all teaching domains passed, no Unsatisfactory scores   School/District Administration 2022 Praxis Exam (Completers 2022, Advanced Programs)   * Pass rate: 100%   School/District Leader Internship Evaluation 2022 Pass Rate (Completers 2022, Advanced Programs)   * Pass rate: 100%, all NELP/PADEPP indicators passed, no Unsatisfactory scores |
| ***Measure 2: Satisfaction of Employers*** | ***Measure 4: Ability of Completers to be Hired in Relevant Positions*** |
| Employer Satisfaction Survey of Teachers (Completers 2018-2019, Initial Programs)   * Agreement Level: 100% agree program preparation effective for knowledge, skills, dispositions for teaching and relevant to the teaching role * Ratings: 100% proficient or distinguished for observations of teaching * Ratings: 100% growing students at expected level of growth or above expected level of student growth   Employer Satisfaction Survey of Leaders (School/District Leader Programs)   * Agreement Level: 100% agree program preparation relevant to responsibilities faced in leadership role and completers effectively: apply data literacy and analyze data to develop supportive school environments; collaborate with families, colleagues in decision making; develop rigorous and coherent systems of instruction; advocate for student needs, demonstrate professional conduct; and reflect and adapt upon reflection.   Employer Evaluation of Principals (PADEPP) 2022 (School Leadership Program)   * Pass rate: 100% * Principal effectiveness ratings: 50% Exemplary, 50% Proficient | Teacher Hiring Rate 2022 (Completers 2022, Initial Programs)   * 100% of 2022 teacher certification completers hired as teachers (one chose to enroll in a full-time graduate program/did not seek a teaching position)   Alumni Survey of Leadership Program Completers (School/District Leader)   * 63% of those completing survey hired for school/district leadership positions relevant to preparation (principal, assistant principal, district office personnel) within 5 years of completing program |
| *Logo  Description automatically generatedNote:* ***Initial Programs*** *include teacher certification in elementary, languages, and secondary English, mathematics, science, and social studies.* ***Advanced programs*** *included in CAEP accountability measures include preparation programs for school and district leadership. (Music education is accredited by NASM.)* |