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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
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| ***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
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| *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.)* |