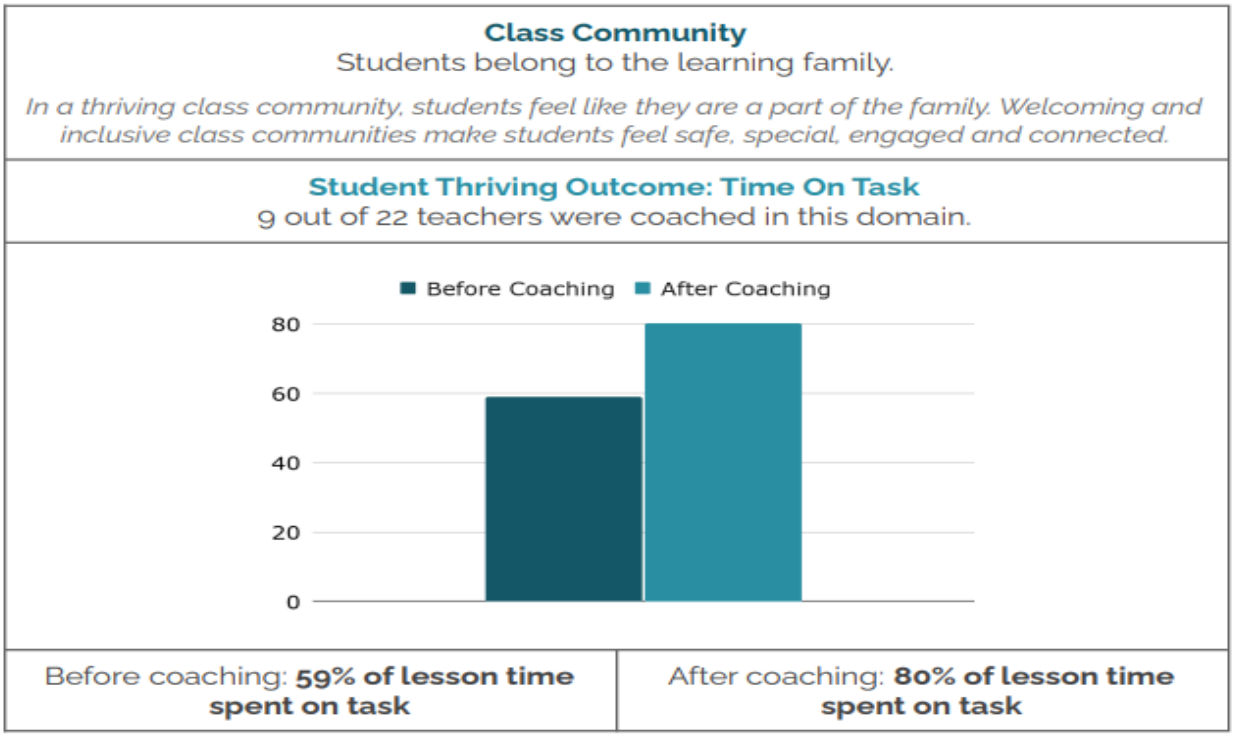
Measure 1: R4.1 Completer Effectiveness and Impact on P-12 Learning and Development:

1. Data related to Impact on P-12 learning and development is currently not provided by the state and continues to be a challenge. The state is continuing to work towards providing EPP's impact and growth reporting data. One measure the EPP used to collect impact data was through Ed-Connective which is a virtual coaching service to aid UWA's completers in improving instruction. UWA had 22 completers from thirteen school districts participate. Student Thriving Outcomes (STO's) measured consisted of (4.1a-time on task, 4.b-academic talk, and 4.1c meaningful engagement). Overall, there was 34% average improvement seen in the Student Thrive Outcomes. Specific growth areas consisted of a 21% increase in the area of lesson time spent on task (59% to 80%). 48% growth in the area of academic talk time spent on lessons, and 37% growth in the area of lessons being dedicated to meaningful and rigorous engagement. Overall, completers have made a positive impact on student learning and development.

Figure 4.1a. Student Thrive Outcome: Time on Task

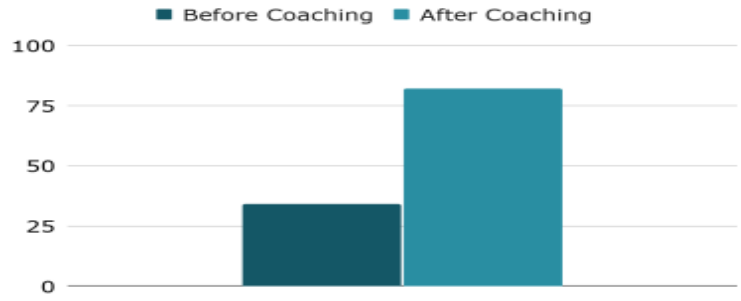


4.1b. Student Thrive Outcome: Academic Talk Time

Student Voice
Students drive the learning process.

In order for classrooms to truly be student-centered, teachers must engage in a process of listening to students. When students' see that their voices are valued, they will be more invested, and more engaged in learning.

Student Thriving Outcome: Academic Talk Time
8 out of 22 teachers were coached in this domain.



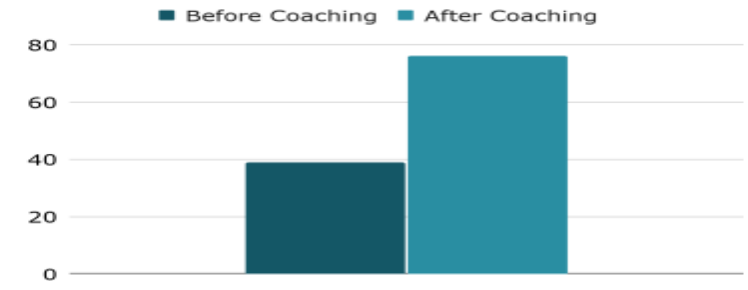
Before coaching: **34% of lesson spent on academic talk time**	After coaching: **82% of lesson spent on academic talk time**

4.1c. Student Thrive Outcome: Engagement

Rigorous Thinking
Students engage in meaningful & rigorous learning activities.

Great teaching engages students in rigorous thinking driven by students and results in demonstrated positive academic achievement.

Student Thriving Outcome: Meaningful Engagement Time
5 out of 22 teachers were coached in this domain.



Before coaching: **39% of lesson dedicated to meaningful and rigorous engagement**	After coaching: **76% of lesson dedicated to meaningful and rigorous engagement**

Great Pedagogy Strategies Addressed During Partnerships

Great Pedagogy Strategies (GPSs) are highly specific, actionable strategies that support Student Thriving Outcomes by giving teachers concrete tools to connect with, listen to, and challenge their students. In every coaching session, teachers discuss a "glow" GPS (the strategy they excelled in implementing over the past week) and a "grow" GPS (the strategy they will practice during their training session to move their student outcomes forward the following week).

In total, **your teachers addressed 27 out of 33 Great Pedagogy Strategies** during their partnerships.

5 Most Common Glows

Out of 33 total GPSs, these were most commonly identified as areas of proficiency.

- → **Active Student Responses.** Teacher frequently engages all students in responding to a question or prompt by using partner talk, write/pair/share, white boards, polling, choral response, simultaneously writing, etc.
- → **Increase Student Talk.** Teacher plans for lessons that place the majority of thinking, talking and work on students.
- → **Positive Presence.** Teacher is kind and positive in speech and body language, (including by encouraging and praising students, acknowledging progress, smiling, culturally appropriate eye contact, high fives or handshakes, etc.) at a rate of at least 5:1 compared with redirections.
- → **Relationships.** Teacher works to build relationships and trust with all students and between students (including the uses of greeting students by name, accurately pronouncing student names, inquiring about life outside of school, use of humor, etc.).
- → **Clear Directions.** Teacher gives concise, clear directions that include the sound, length, activity and materials for all transitions and activities.

4.1

2. The Alabama Association of Colleges for Teacher Education members developed a survey to be administered electronically to first-year teachers who, during the 2018-2019 school year, completed an Alabama State Board of Education approved undergraduate (Class B) or alternative master's degree program (Class A program leading to their first or initial Professional Educator Certificate). The purpose of the annually administered survey is to collect data on employers' satisfaction with first year teachers. The ALSDE does not provide to the EPP the number of completers being assessed, their programs of study, or the number of employer respondents. Thus the EPP continues to use multiple measures related to measuring completer effectiveness. Data provided in this report include summary of survey categories and the percentage of first-year teacher's employers who rated their first-year teachers as ***teacher leader, effective teacher, emerging teacher, or ineffective teacher.*** From the 2020-2021 data provided, the EPP was able to ascertain that overall UWA initial program completers were rated as "Effective or Emerging" on most items. Very few completers were rated as Ineffective.

Figure 4.1d. Employer Satisfaction Survey

Employer Satisfaction Survey Educator Preparation Institutional Report Card For University of West Alabama				
Survey Item	**UWA%(AL%)**	**2019 Report: 2018/2019 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction)** **UWA%(AL%)**	**2020 Report: 2019/2020 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction)** **UWA%(AL%)**	**2021 Report: 2020/2021 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction)** **UWA%(AL%)**
The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility. (The Learner and Learning – Learning Environments 3.1)	Teacher Leader	0% (11%)	0% (13%)	13% (12%)
	Effective	41% (54%)	35% (53%)	50% (64%)
	Emerging	44% (32%)	50% (32%)	31% (22%)
	Ineffective	11%(0%)	0% (0%)	0% (0%)
The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teachers. (Content Knowledge – Knowledge – Content Knowledge 4.1)	Teacher Leader	0% (10%)	0% (10%)	0% (0%)
	Effective	41% (54%)	30% (50%)	50% (58%)
	Emerging	48% (33%)	55% (39%)	44% (36%)
	Ineffective	11% (0%)	10% (0%)	0% (0%)
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues, (Content Knowledge – Application of Content 5.2)	Teacher Leader	0% (11%)	0% (10%)	6% (0%)
	Effective	37% (42%)	20% (47%)	34% (47%)
	Emerging	44% (44%)	70% (41%)	56% (46%)
	Ineffective	15% (0%)	0% (0%)	0% (0%)
The teacher implements assessments in an ethical manner and minimizes biases to enable the learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3)	Teacher Leader	0% (10%)	0% (11%)	9% (6%)
	Effective	37% (57%)	30% (59%)	31% (64%)
	Emerging	56% (31%)	60% (28%)	50% (28%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)
	Teacher Leader	0% (9%)	0% (9%)	9% (0%)

The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills. (Instructional Practice – Planning for Instruction 7.1)	Effective	41% (47%)	10% (46%)	28% (46%)
	Emerging	41% (40%)	75% (42%)	59% (48%)
	Ineffective	14% (0%)	10% (0%)	0% (0%)
The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs (Insrtuctional Practice – Planning for Instruction 7.2)	Teacher Leader	0% (10%)	0% (9%)	13% (0%)
	Effective	37% (33%)	10% (49%)	25% (49%)
	Emerging	56% (53%)	75% (39%)	50% (44%)
	Ineffective	7% (0%)	10% (0%)	13% (0%)
The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners. (Instructional Practice – Instructional Strategies 8.1)	Teacher Leader	0% (12%)	0% (9%)	6% (0%)
	Effective	44% (48%)	35% (51%)	47% (55%)
	Emerging	48% (37%)	50% (35%)	38% (37%)
	Ineffective	7% (3%)	8% (0%)	9% (0%)
The teacher engages in continuous professional learning to more effectively meet the needs of each learner. (Professional Responsibility – Professional Learning and Ethical Practice 9.1)	Teacher Leader	0% (9%)	0% (10%)	9% (0%)
	Effective	52% (54%)	35% (56%)	41% (58%)
	Emerging	44% (34%)	55% (32%)	47% (36%)
	Ineffective	0% (0%)	0% (0%	0% (0%
The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners' needs. (Professional Responsibility – Professional Learning and Ethical Practice 9.2)	Teacher Leader	0% (9%)	0% (9%)	9% (9%)
	Effective	30% (45%)	20% (51%)	34% (49%)
	Emerging	59% (43%)	70% (37%)	47% (43%)
	Ineffective	7% (0%)	0% (0%)	9% (0%)
The teacher practices the profession in an ethical manner. Professional Responsibility – Professional Learning and Ethical Practice 9.3)	Teacher Leader	0% (18%)	0% (17%)	13% (16%)
	Effective	41% (66%)	50% (64%)	63% (69%)
	Emerging	48% (14%)	45% (18%)	19% (14%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher uses understadnging of how	Teacher Leader	0% (9%)	0% (9%)	6% (0%)
	Effective	48% (41%)	10% (45%)	44% (50%)

learners grow and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences. (The Learner and Learning – Learner Development 1.1)	Emerging	41% (46%)	80% (44%)	44% (44%)
	Ineffective	11% (0%)	0% (0%)	0% (0%)
The teacher manages the learning environment to engage learners actively. (The Learner and Learning – Learning Environments 3.2)	Teacher Leader	0% (13%)	0% (10%)	13% (8%)
	Effective	33% (46%)	25% (52%)	34% (55%)
	Emerging	56% (36%)	70% (33%)	44% (33%)
	Ineffective	7% (0%)	0% (0%)	9% (0%)
The teacher creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content. (Content Knowledge – Content Knowledge 4.2)	Teacher Leader	7% (8%)	0% (9%)	13% (6%)
	Effective	56% (47%)	25% (52%)	34% (54%)
	Emerging	33% (41%)	65% (37%)	50% (37%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)
The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives. (Instructional Practice – Assessment 6.1)	Teacher Leader	0% (8%)	0% (9%)	9% (0%)
	Effective	52% (46%)	30% (46%)	31% (48%)
	Emerging	37% (42%)	55% (43%)	50% (46%)
	Ineffective	7% (0%)	10% (0%)	9% (0%)
The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies content knowledge in meaningful ways. (Instructional Practice – Instructional Strategies 8.2)	Teacher Leader	0% (9%)	0% (8%)	6% (0%)
	Effective	37% (45%)	20% (47%)	44% (49%)
	Emerging	52% (43%)	70% (43%)	44% (45%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher collaborates with learners, families, colleagues, other school professionals, and community members to ensure learner growth. (Professional Responsibility Responsibility – Leaddership and Collaboration 10.1)	Teacher Leader	0% (11%)	0% (10%)	9% (0%)
	Effective	44% (49%)	35% (58%)	41% (58%)
	Emerging	48% (37%)	55% (29%)	47% (35%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)
	Teacher Leader	0% (9%)	0% (9%)	9% (0%)

The teacher uses understandinging of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards. (The Learner and Learning – Learning Differences 2.1)	Effective	44% (43%)	20% (47%)	34% (49%)
	Emerging	41% (45%)	75% (41%)	44% (44%)
	Ineffective	11% (0%	0% (0%)	13% (0%)
The teacher connects concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues. (Content Knowledge – Application of Content 5.1)	Teacher Leader	0% (7%)	0% (9%)	9% (0%)
	Effective	37% (45%)	25% (46%)	31% (48%)
	Emerging	48% (47%)	65% (43%)	50% (45%)
	Ineffective	11% (0%)	0% (0%)	9% (0%)
The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and to advance the profession. (Professional Responsibility – Leadership and Collaboration 10.2)	Teacher Leader	0% (10%)	0% (10%)	9% (0%)
	Effective	44% (43%)	25% (45%)	31% (43%)
	Emerging	48% (43%)	60% (42%)	50% (47%)
	Ineffective	8% (0%)	10% (0%)	9% (0%)
The teacher uses assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2)	Teacher Leader	0% (11%)	0% (9%)	9% (0%)
	Effective	41% (46%)	30% (51%)	41% (50%)
	Emerging	41% (41%)	60% (38%)	44% (44%)
	Ineffective	14% (0%)	0% (0%)	0% (0%)
The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs. (Instructional Practice – Planning for Instruction 7.3)	Teacher Leader	0% (11%)	0% (10%)	9% (0%)
	Effective	19% (50%)	30% (55%)	38% (55%)
	Emerging	70% (37%)	70% (32%)	47% (38%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiativie (AMSTI); Alabama Learning Exchange (ALEX); and	Teacher Leader	0% (0%)	0% (7%)	6% (0%)
	Effective	30% (34%)	15% (36%)	22% (38%)
	Emerging	63% (56%)	75% (55%)	69% (56%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)

Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); Response to Instruction (RTI) and their relationship to student aschievement. (Alabama Specific Expectations – Standard 4(0)).				
The teacher possesses knowledge of Alabama's state assessment system. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	0% (8%)	0% (0%)	6% (0%)
	Effective	37% (43%)	35% (42%)	41% (48%)
	Emerging	52% (47%)	65% (51%)	53% (48%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional process. (Alabama Specific Expectations – Standard 7(g)).	Teacher Leader	0% (7%)	0% (7%)	9% (0%)
	Effective	37% (41%)	20% (45%)	34% (45%)
	Emerging	48% (49%)	70% (45%	56% (50%
	Ineffective	11% (0%)	0% (0%)	0% (0%)
The teacher communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)).	Teacher Leader	7% (6%)	0% (6%)	9% (0%)
	Effective	29% (36%)	37% (38%)	28% (41%)
	Emerging	50% (52%)	59% (51%)	56% (54%)
	Ineffective	14% (5%)	0% (0%)	0% (0%)
The teacher understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	7% (12%)	0% (11%)	9% (0%)
	Effective	43% (60%)	41% (55%)	47% (59%)
	Emerging	50% (26%)	52% (33%)	41% (34%)
	Ineffective	0%(2)%	0% (0%)	0% (0%)

4.1

3. Another measure used to gauge Completer Effectiveness was through principal classroom observations. Due to the fact that school districts and schools use a variety of classroom observation instruments in the state, the EPP collaborated with a partnering school to collect classroom observation data due to the fact the school employs thirteen completers across multiple grade levels spanning Pre-K to 6th grade. The school evaluated their teachers based on three domains in 2020-2021: The Art of Teaching (33%), Implementation of the Proficiency

Based Education Model (33%), and Teacher Professional Growth and Collaboration (33%).The rating scale for the three domains were as follows:

The Art of Teaching ■ 1 point is awarded for evaluations that reflect novice teaching practices ■ 2 points are awarded for evaluations that reflect adequate teaching practices ■ 3 points are awarded for evaluations that reflect proficient teaching practices ■ 4 points are awarded for evaluations that reflect innovative teaching practices.

Teacher Professional Growth and Collaboration ■ 1 point is awarded for teachers who provide appropriate documentation and reflection of involvement for 3 Community Leadership outcomes. ■ 2 points are awarded for teachers who provide appropriate documentation and reflection of involvement for 4 Community Leadership outcomes. ■ 3 points are awarded for teachers who provide appropriate documentation and reflection of involvement for 5 Community Leadership outcomes. ■ 4 points are awarded for teachers who provide appropriate documentation and reflection of involvement for 6 Community Leadership outcomes.

Implementation of the PBE Learning Model ● 1 point is awarded for teachers who provide appropriate documentation and reflection on progress for at least 6 of the indicators ● 2 points are awarded for teachers who provide appropriate documentation and reflection on progress for at least 8 of the indicators ● 3 points are awarded for teachers who provide appropriate documentation and reflection on progress for at least 10 of the indicators ● 4 points are awarded for teachers who provide appropriate documentation and reflection on progress for all 12 of the indicators.

The Art of Teaching *25% of the evaluation rating* Formal evaluation of teaching practices as outlined in *Transcend Look Fors* Practices of importance are pre-selected and are highlighted in two cycles (September-December and January-April) Evaluation component culminates in May with end-of-year reflection and goal setting.	**Implementation of the PBE Learning Model** *25% of the evaluation rating* Formal artifact-driven component of documenting and reflecting on the development of classroom-level implementation of the PBE learning model. Teachers provide evidence of practice that meet the Professional Learning Outcomes as identified on a document of opportunities. These are aligned to the school-wide principles of focus for the year and also include teacher-specific practices as decided by self-reflection and goal-setting.
Student Academic Growth *25% of the evaluation rating* **NOT APPLICABLE TO THE 2020-2021 SCHOOL YEAR.** **IMPLEMENTATION SCHEDULED FOR 2021-2022.**	**Teacher Professional Growth and Collaboration** *25% of the evaluation rating* Teachers will set goals based on the Professional Learning Outcomes (PLOs) for the school year and will reflect on how their participation in opportunities for professional development and growth in collaborative settings assists in making progress in achieving goals.

Figure 4.1e. Principal Observation Data Table 2020-2021

Completer	UWA Major	Subject Taught	Domain I *The Art of Teaching*	Domain II *Implementation of PBE Model*	Domain III *Teacher Professional Growth and Collaboration*
Completer 1	ELE	ELA/Soc. Studies			
Completer 2	Alt. A ELA	ELA/Science			
Completer 3	ELE	Math/Science			
Completer 4	SPED	SPED	Mean Score Per Domain N=13		
Completer 5	ELE	All	3.53	2.1	2.53
Completer 6	ECE	All			
Completer 7	ECE	All			
Completer 8	ELE	All			
Completer 9	ECE	All			
Completer 10	ELE	All			
Completer 11	ECE	All			
Completer 12	ELE	Math/Science			
Completer 13	ELE	Math/Science			

Based on the data results, UWA completers continue to demonstrate effectiveness and the ability to have a positive impact on P-12 learning.

Measure 2: R4.2 RA 4.1Employer Satisfaction and Stakeholder Involvement

1. The Alabama Association of Colleges for Teacher Education members developed a survey to be administered electronically to first-year teachers who, during the 2018-2019 school year, completed an Alabama State Board of Education approved undergraduate (Class B) or alternative master's degree program (Class A program leading to their first or initial Professional Educator Certificate). The purpose of the annually administered survey is to collect data on employers' satisfaction with first year teachers. The ALSDE does not provide to the EPP the number of completers being assessed, their programs of study, or the number of employer respondents. Thus the EPP continues to use multiple measures related to measuring completer effectiveness. Data provided in this report include summary of survey categories and the percentage of first-year teacher's employers who rated their first-year teachers as ***teacher leader, effective teacher, emerging teacher, or ineffective teacher.*** From the 2020-2021 data provided, the EPP was able to ascertain that overall UWA initial program completers were rated as "Effective or Emerging" on most items. Very few completers were rated as Ineffective.

Figure R4.2 Initial Completer Employer Satisfaction Survey

Employer Satisfaction Survey Educator Preparation Institutional Report Card For University of West Alabama Initial				
Survey Item	**UWA%(AL%)**	**2019 Report: 2018/2019 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction)** **UWA%(AL%)**	**2020 Report: 2019/2020 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction)** **UWA%(AL%)**	**2021 Report: 2020/2021 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction)** **UWA%(AL%)**
The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility. (The Learner and Learning – Learning Environments 3.1)	Teacher Leader	0% (11%)	0% (13%)	13% (12%)
	Effective	41% (54%)	35% (53%)	50% (64%)
	Emerging	44% (32%)	50% (32%)	31% (22%)
	Ineffective	11%(0%)	0% (0%)	0% (0%)
The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teachers. (Content Knowledge – Knowledge – Content Knowledge 4.1)	Teacher Leader	0% (10%)	0% (10%)	0% (0%)
	Effective	41% (54%)	30% (50%)	50% (58%)
	Emerging	48% (33%)	55% (39%)	44% (36%)
	Ineffective	11% (0%)	10% (0%)	0% (0%)
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues, (Content Knowledge – Application of Content 5.2)	Teacher Leader	0% (11%)	0% (10%)	6% (0%)
	Effective	37% (42%)	20% (47%)	34% (47%)
	Emerging	44% (44%)	70% (41%)	56% (46%)
	Ineffective	15% (0%)	0% (0%)	0% (0%)
The teacher implements assessments in an ethical manner and minimizes biases to enable the learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3)	Teacher Leader	0% (10%)	0% (11%)	9% (6%)
	Effective	37% (57%)	30% (59%)	31% (64%)
	Emerging	56% (31%)	60% (28%)	50% (28%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)

The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills. (Instructional Practice – Planning for Instruction 7.1)	Teacher Leader	0% (9%)	0% (9%)	9% (0%)
	Effective	41% (47%)	10% (46%)	28% (46%)
	Emerging	41% (40%)	75% (42%)	59% (48%)
	Ineffective	14% (0%)	10% (0%)	0% (0%)
The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs (Insrtuctional Practice – Planning for Instruction 7.2)	Teacher Leader	0% (10%)	0% (9%)	13% (0%)
	Effective	37% (33%)	10% (49%)	25% (49%)
	Emerging	56% (53%)	75% (39%)	50% (44%)
	Ineffective	7% (0%)	10% (0%)	13% (0%)
The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners. (Instructional Practice – Instructional Strategies 8.1)	Teacher Leader	0% (12%)	0% (9%)	6% (0%)
	Effective	44% (48%)	35% (51%)	47% (55%)
	Emerging	48% (37%)	50% (35%)	38% (37%)
	Ineffective	7% (3%)	8% (0%)	9% (0%)
The teacher engages in continuous professional learning to more effectively meet the needs of each learner. (Professional Responsibility – Professional Learning and Ethical Practice 9.1)	Teacher Leader	0% (9%)	0% (10%)	9% (0%)
	Effective	52% (54%)	35% (56%)	41% (58%)
	Emerging	44% (34%)	55% (32%)	47% (36%)
	Ineffective	0% (0%)	0% (0%	0% (0%
The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners' needs. (Professional Responsibility – Professional Learning and Ethical Practice 9.2)	Teacher Leader	0% (9%)	0% (9%)	9% (9%)
	Effective	30% (45%)	20% (51%)	34% (49%)
	Emerging	59% (43%)	70% (37%)	47% (43%)
	Ineffective	7% (0%)	0% (0%)	9% (0%)
The teacher practices the profession in an ethical manner. Professional Responsibility – Professional Learning and Ethical Practice 9.3)	Teacher Leader	0% (18%)	0% (17%)	13% (16%)
	Effective	41% (66%)	50% (64%)	63% (69%)
	Emerging	48% (14%)	45% (18%)	19% (14%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher uses understadnging of how	Teacher Leader	0% (9%)	0% (9%)	6% (0%)
	Effective	48% (41%)	10% (45%)	44% (50%)

learners grow and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences. (The Learner and Learning – Learner Development 1.1)	Emerging	41% (46%)	80% (44%)	44% (44%)
	Ineffective	11% (0%)	0% (0%)	0% (0%)
The teacher manages the learning environment to engage learners actively. (The Learner and Learning – Learning Environments 3.2)	Teacher Leader	0% (13%)	0% (10%)	13% (8%)
	Effective	33% (46%)	25% (52%)	34% (55%)
	Emerging	56% (36%)	70% (33%)	44% (33%)
	Ineffective	7% (0%)	0% (0%)	9% (0%)
The teacher creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content. (Content Knowledge – Content Knowledge 4.2)	Teacher Leader	7% (8%)	0% (9%)	13% (6%)
	Effective	56% (47%)	25% (52%)	34% (54%)
	Emerging	33% (41%)	65% (37%)	50% (37%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)
The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives. (Instructional Practice – Assessment 6.1)	Teacher Leader	0% (8%)	0% (9%)	9% (0%)
	Effective	52% (46%)	30% (46%)	31% (48%)
	Emerging	37% (42%)	55% (43%)	50% (46%)
	Ineffective	7% (0%)	10% (0%)	9% (0%)
The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies content knowledge in meaningful ways. (Instructional Practice – Instructional Strategies 8.2)	Teacher Leader	0% (9%)	0% (8%)	6% (0%)
	Effective	37% (45%)	20% (47%)	44% (49%)
	Emerging	52% (43%)	70% (43%)	44% (45%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher collaborates with learners, families, colleagues, other school professionals, and community members to ensure learner growth. (Professional Responsibility Responsibility – Leaddership and Collaboration 10.1)	Teacher Leader	0% (11%)	0% (10%)	9% (0%)
	Effective	44% (49%)	35% (58%)	41% (58%)
	Emerging	48% (37%)	55% (29%)	47% (35%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)
	Teacher Leader	0% (9%)	0% (9%)	9% (0%)

The teacher uses understandinging of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards. (The Learner and Learning – Learning Differences 2.1)	Effective	44% (43%)	20% (47%)	34% (49%)
	Emerging	41% (45%)	75% (41%)	44% (44%)
	Ineffective	11% (0%	0% (0%)	13% (0%)
The teacher connects concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues. (Content Knowledge – Application of Content 5.1)	Teacher Leader	0% (7%)	0% (9%)	9% (0%)
	Effective	37% (45%)	25% (46%)	31% (48%)
	Emerging	48% (47%)	65% (43%)	50% (45%)
	Ineffective	11% (0%)	0% (0%)	9% (0%)
The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and to advance the profession. (Professional Responsibility – Leadership and Collaboration 10.2)	Teacher Leader	0% (10%)	0% (10%)	9% (0%)
	Effective	44% (43%)	25% (45%)	31% (43%)
	Emerging	48% (43%)	60% (42%)	50% (47%)
	Ineffective	8% (0%)	10% (0%)	9% (0%)
The teacher uses assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2)	Teacher Leader	0% (11%)	0% (9%)	9% (0%)
	Effective	41% (46%)	30% (51%)	41% (50%)
	Emerging	41% (41%)	60% (38%)	44% (44%)
	Ineffective	14% (0%)	0% (0%)	0% (0%)
The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs. (Instructional Practice – Planning for Instruction 7.3)	Teacher Leader	0% (11%)	0% (10%)	9% (0%)
	Effective	19% (50%)	30% (55%)	38% (55%)
	Emerging	70% (37%)	70% (32%)	47% (38%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); and	Teacher Leader	0% (0%)	0% (7%)	6% (0%)
	Effective	30% (34%)	15% (36%)	22% (38%)
	Emerging	63% (56%)	75% (55%)	69% (56%)
	Ineffective	0% (0%)	0% (0%)	0% (0%)

Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); Response to Instruction (RTI) and their relationship to student achievement. (Alabama Specific Expectations – Standard 4(0)).				
The teacher possesses knowledge of Alabama's state assessment system. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	0% (8%)	0% (0%)	6% (0%)
	Effective	37% (43%)	35% (42%)	41% (48%)
	Emerging	52% (47%)	65% (51%)	53% (48%)
	Ineffective	7% (0%)	0% (0%)	0% (0%)
The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional process. (Alabama Specific Expectations – Standard 7(g)).	Teacher Leader	0% (7%)	0% (7%)	9% (0%)
	Effective	37% (41%)	20% (45%)	34% (45%)
	Emerging	48% (49%)	70% (45%	56% (50%
	Ineffective	11% (0%)	0% (0%)	0% (0%)
The teacher communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)).	Teacher Leader	7% (6%)	0% (6%)	9% (0%)
	Effective	29% (36%)	37% (38%)	28% (41%)
	Emerging	50% (52%)	59% (51%)	56% (54%)
	Ineffective	14% (5%)	0% (0%)	0% (0%)
The teacher understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	7% (12%)	0% (11%)	9% (0%)
	Effective	43% (60%)	41% (55%)	47% (59%)
	Emerging	50% (26%)	52% (33%)	41% (34%)
	Ineffective	0%(2)%	0% (0%)	0% (0%)

1. The Alabama Association of Colleges for Teacher Education members developed a survey to be administered electronically to first-year teachers who, during the 2018-2019 school year, completed an Alabama State Board of Education approved undergraduate (Class B) or alternative master's degree program (Class A program leading to their first or initial Professional Educator Certificate). The purpose of the annually administered survey is to collect data on employers' satisfaction with first year

teachers. The ALSDE does not provide to the EPP the number of completers being assessed, their programs of study, or the number of employer respondents. Thus, the EPP went back and conducted the Lawshe method with faculty and school partners to calibrate the instrument and ensure that the instrument will have valid results. The EPP administered the survey with three partnering districts to collect satisfaction data on advanced program completers. Data provided in this report include summary survey categories and employer responses. Employers were asked to rate completers as: ***teacher leader, effective teacher, emerging teacher, or ineffective teacher.*** From the 2020-2021 data provided, the EPP was able to ascertain that overall UWA advanced program completers were rated as "Effective or Emerging" on most items. Very few completers were rated as Ineffective.

Figure RA 4.1a. Advanced Completer Employer Satisfaction Survey

2020-2021 data on UWA Advanced Program Employer Satisfaction Advanced Programs				
Survey Item	**Early Childhood Education** Surveys N=15		**Elementary Education** Surveys N=35	**Collaborative Special Education** Surveys N=20
The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility. (The Learner and Learning – Learning Environments 3.1)	Teacher Leader	5 (33%)	8 (23%)	4 (20%)
	Effective	8 (53%)	25 (71%)	14 (70%)
	Emerging	2 (13%)	2 (6%)	2 (10%)
	Ineffective			
Score: 91% of completers were rated Teacher Leader of Effective				
The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teachers. (Content Knowledge – Knowledge – Content Knowledge 4.1)	Teacher Leader	4 (27%)	5 (14%)	4 (20%)
	Effective	10 (67%)	26 (74%)	13 (65%)
	Emerging	1 (7%)	4 (11%)	3 (15%)
	Ineffective			
Score: 89% of completers were rated Teacher Leader of Effective				
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues, (Content	Teacher Leader	5 (33%)	7 (20%)	5 (25%)
	Effective	9 (60%)	22 (63%)	12 (60%)
	Emerging	1 (7%)	6 (6%)	3 (15%)
	Ineffective			

Knowledge – Application of Content 5.2)				
Score: 86% of completers were rated Teacher Leader of Effective				
The teacher implements assessments in an ethical manner and minimizes biases to enable the learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3)	Teacher Leader	6 (40%)	7 (20%)	3 (15%)
	Effective	9 (605)	20 (57%)	12 (60%)
	Emerging	1 (7%)	8 (23%)	5 (25%)
	Ineffective			
Score: 80% of completers were rated Teacher Leader of Effective				
The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills. (Instructional Practice – Planning for Instruction 7.1)	Teacher Leader	5 (40%)	9 (26%)	5 (25%)
	Effective	7 (47%)	19 (54%)	10 (50%)
	Emerging	3 (20%)	7 (20)%	5 (25%)
	Ineffective			
Score: 79% of completers were rated Teacher Leader of Effective				
The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs (Insrtuctional Practice – Planning for Instruction 7.2)	Teacher Leader	3 (20%)	4 (11%)	6 (30%)
	Effective	8 (53%)	22 (63%)	10 (50%)
	Emerging	4 (27%)	9 (26%)	4 (20%)
	Ineffective			
Score: 76% of completers were rated Teacher Leader of Effective				
The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners. (Instructional Practice – Instructional Strategies 8.1)	Teacher Leader	4 (27%)	6 (17%)	6 (30%)
	Effective	8 (53%)	24 (69%)	11 (55%)
	Emerging	3 (20%)	5 (14%)	3 (15%)
	Ineffective			
Score: 84% of completers were rated Teacher Leader of Effective				
The teacher engages in continuous professional learning to more effectively meet the needs of each learner. (Professional Responsibility –	Teacher Leader	5 (33%)	7 (20%)	7 (35%)
	Effective	6 (40%)	22 (63%)	11 (55%)
	Emerging	4 (27%)	6 (17%)	2 (10%)
	Ineffective			

Professional Learning and Ethical Practice 9.1)				
Score: 86% of completers were rated Teacher Leader of Effective				
The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners' needs. (Professional Responsibility – Professional Learning and Ethical Practice 9.2)	Teacher Leader	3 (20%)	5 (14%)	6 (30%)
	Effective	8 (53%)	25 (71%)	13 (65%)
	Emerging	4 (27%)	5 (14%)	1 (5%)
	Ineffective			
Score: 86% of completers were rated Teacher Leader of Effective				
The teacher practices the profession in an ethical manner. Professional Responsibility – Professional Learning and Ethical Practice 9.3)	Teacher Leader	6 (40%)	10 (29%)	5 (25%)
	Effective	9 (60%)	19 (54%)	11 (55%)
	Emerging		6 (17%)	4 (20%)
	Ineffective			
Score: 86% of completers were rated Teacher Leader of Effective				
The teacher uses understanding of how learners grow and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences. (The Learner and Learning – Learner Development 1.1)	Teacher Leader	5 (33%)	7 (20%)	7 (35%)
	Effective	7 (47%)	21 (60%)	11 (55%)
	Emerging	3 (20%)	7 (20%)	2 (10%)
	Ineffective			
Score: 83% of completers were rated Teacher Leader of Effective				
The teacher manages the learning environment to engage learners actively. (The Learner and Learning – Learning Environments 3.2)	Teacher Leader	3 (20%)	6 (17%)	5 (25%)
	Effective	9 (60%)	18 (51%)	12
	Emerging	3 (20%)	7 (20%)	3 (15%)
	Ineffective		4 (11%)	
Score: 76% of completers were rated Teacher Leader of Effective				
The teacher creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content. (Content Knowledge – Content Knowledge 4.2)	Teacher Leader	4 (27%)	5 (14%)	6 (30%)
	Effective	8 (53%)	22 (63%)	11 (55%)
	Emerging	3 (20%)	6 (17%)	3 (15%)
	Ineffective		2 (6%)	
Score: 80% of completers were rated Teacher Leader of Effective				
The teacher uses, designs, or adapts multiple methods of assessment to	Teacher Leader	4 (27%)	5 (14%)	7 (35%)
	Effective	7 (47%)	16 (46%)	12 (60%)

document, monitor, and support learner progress appropriate for learning goals and objectives. (Instructional Practice – Assessment 6.1)	Emerging	4 (27%)	11 (31%)	1 (5%)
	Ineffective		3 (9%)	
Score: 73% of completers were rated Teacher Leader of Effective				
The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies content knowledge in meaningful ways. (Instructional Practice – Instructional Strategies 8.2)	Teacher Leader	3 (20%)	4 (11%)	6 (30%)
	Effective	7 (47%)	14 (40%)	10 10 (50%)
	Emerging	5 (33%)	14 (40%)	4 (20%)
	Ineffective		3 (9%)	
The teacher collaborates with learners, families, colleagues, other school professionals, and community members to ensure learner growth. (Professional Responsibility Responsibility – Leadership and Collaboration 10.1)	Teacher Leader	5 (33%)	7 (20%)	6 (30%)
	Effective	8 (53%)	21 (60%)	12 (60%)
	Emerging	2 (23%)	5 (14%)	2 (10%)
	Ineffective		2 (6%)	
Score: 84% of completers were rated Teacher Leader of Effective				
The teacher uses understanding of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards. (The Learner and Learning – Learning Differences 2.1)	Teacher Leader	3 (20%)	8 (23%)	7 (35%)
	Effective	9 (60%)	17 (49%)	12 (60%)
	Emerging	3 (20%)	7 (20%)	1 (5%)
	Ineffective		3 (9%)	
Score: 80% of completers were rated Teacher Leader of Effective				
The teacher connects concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues. (Content Knowledge – Application of Content 5.1)	Teacher Leader	5 (33%)	9 (26%)	5 (25%)
	Effective	6 (40%)	16 (46%)	11 (55%)
	Emerging	4 (27%)	8 (23%)	4 (20%)
	Ineffective		2 (6%)	
Score: 74% of completers were rated Teacher Leader of Effective				

The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and to advance the profession. (Professional Responsibility – Leadership and Collaboration 10.2)	Teacher Leader	5 (33%)	10 (29%)	4 (20%)
	Effective	6 (40%)	15 (43%)	13 (65%)
	Emerging	4 (27%)	7 (20%)	3 (15%)
	Ineffective		3 (9%)	
Score: 76% of completers were rated Teacher Leader of Effective				
The teacher uses assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2)	Teacher Leader	4 (27%)	7 (20%)	4 (20%)
	Effective	5 (33%)	20 (57%)	13 (65%)
	Emerging	6 (40%)	7 (20%)	3 (15%)
	Ineffective		1 (3%)	
Score: 76% of completers were rated Teacher Leader of Effective				
The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs. (Instructional Practice – Planning for Instruction 7.3)	Teacher Leader	5 (33%)	9 (26%)	6 (30%)
	Effective	6 (40%)	22 (63%)	14 (70%)
	Emerging	4 (27%)	4 (11%)	
	Ineffective			
Score: 89% of completers were rated Teacher Leader of Effective				
The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiativie (AMSTI); Alabama Learning Exchange (ALEX); and Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); Response to Instruction (RTI) and their relationship to student achievement. (Alabama Specific Expectations – Standard 4(0)).	Teacher Leader	3 (20%)	7 (20%)	3 (15%)
	Effective	5 (33%)	19	9 (45%)
	Emerging	7 (47%)	9 (26%)	8 (40%)
	Ineffective			
Score: 66% of completers were rated Teacher Leader of Effective				
The teacher possesses knowledge of Alabama's	Teacher Leader	5 (33%)	2 (6%)	4 (20%)

state assessment system. (Alabama Specific Expectations – Standard 6(q)).	Effective	6 (40%)	16 (46%)	10 10 (50%)
	Emerging	4(27%)	16 (46%)	6 (30%)
	Ineffective		1 (3%)	
Score: 61% of completers were rated Teacher Leader of Effective				
The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional process. (Alabama Specific Expectations – Standard 7(g)).	Teacher Leader	5 (33%)	5 (14%)	5 (25%)
	Effective	4 (27%)	17 (49%)	8 (40%)
	Emerging	6 (40%)	11 (31%)	7 (35%)
	Ineffective		2 (6%)	
Score: 63% of completers were rated Teacher Leader of Effective				
The teacher communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)).	Teacher Leader	5 (33%)	3 (9%)	5 (25%)
	Effective	6 (40%)	12 (34%)	15 (75%)
	Emerging	3 (20%)	15 (43%)	
	Ineffective		5 (14%)	
Score: 68% of completers were rated Teacher Leader of Effective				
The teacher understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	5 (33%)	8 (23%)	6 (30%)
	Effective	5 (33%)	20 (57%)	13 (65%)
	Emerging	4 (27%)	7 (20%)	1 (5%)
	Ineffective	1 (7%)		
Score: 81% of completers were rated Teacher Leader of Effective				

2020-2021 data on
UWA Advanced Program Employer Satisfaction
Advanced Programs

Survey Item	Mathematics		History-Social Studies	Biology-Science
		Surveys N=5	Surveys N=6	Surveys N=2
The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility. (The Learner and Learning – Learning Environments 3.1)	Teacher Leader	1 (20%)	1 (17%)	
	Effective	4 (80%)	4 (67%)	2 (100%)
	Emerging		1(17%)	
	Ineffective			
Score: 92% of completers were rated Teacher Leader of Effective				
The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teachers. (Content Knowledge – Knowledge – Content Knowledge 4.1)	Teacher Leader	1 (20%)		1 (50%)
	Effective	3 (60%)	5 (83%	1 (50%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues, (Content Knowledge – Application of Content 5.2)	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher implements assessments in an ethical manner and minimizes biases to enable the learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3)	Teacher Leader			
	Effective	4 (80%)	5 (83%)	1 (50%)
	Emerging	1 (20%)	1 (17%)	1 (50%)
	Ineffective			
Score: 77% of completers were rated Teacher Leader of Effective				
The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills.	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17)%)	
	Ineffective			

(Instructional Practice – Planning for Instruction 7.1)				
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs (Instructional Practice – Planning for Instruction 7.2)	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners. (Instructional Practice – Instructional Strategies 8.1)	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher engages in continuous professional learning to more effectively meet the needs of each learner. (Professional Responsibility – Professional Learning and Ethical Practice 9.1)	Teacher Leader		1 (17%)	1 (50%)
	Effective	5 (100%)	5 (83%)	1 (50%)
	Emerging			
	Ineffective			
Score: 100% of completers were rated Teacher Leader of Effective				
The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners' needs. (Professional Responsibility – Professional Learning and Ethical Practice 9.2)	Teacher Leader	1 (20%)	2 (33%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)		
	Ineffective			
Score: 92% of completers were rated Teacher Leader of Effective				
The teacher practices the profession in an ethical manner. Professional Responsibility – Professional Learning and Ethical Practice 9.3)	Teacher Leader		3 (50%)	
	Effective	4 (80%)	3 (50%)	2 (100%)
	Emerging	1 (20%)		
	Ineffective			
Score: 92% of completers were rated Teacher Leader of Effective				

The teacher uses understanding of how learners grow and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences. (The Learner and Learning – Learner Development 1.1)	Teacher Leader	1 (20%)	1(17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher manages the learning environment to engage learners actively. (The Learner and Learning – Learning Environments 3.2)	Teacher Leader	1 (20%)		
	Effective	3 (60%)	5 (83%	2 (50%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content. (Content Knowledge – Content Knowledge 4.2)	Teacher Leader	1 (20%)		1 (50%)
	Effective	3 (60%)	5 (83%	1 (50%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives. (Instructional Practice – Assessment 6.1)	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies content knowledge in meaningful ways. (Instructional Practice – Instructional Strategies 8.2)	Teacher Leader	1 (20%)	1 (17%)	1 (50%)
	Effective	3 (60%)	4 (67%)	1 (50%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher collaborates with learners, families, colleagues, other school professionals, and	Teacher Leader		3 (50%)	
	Effective	4 (80%)	3 (50%)	2 (100%)
	Emerging	1 (20%)		

community members to ensure learner growth. (Professional Responsibility Responsibility – Leadership and Collaboration 10.1)	Ineffective			
Score: 92% of completers were rated Teacher Leader of Effective				
The teacher uses understanding of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards. (The Learner and Learning – Learning Differences 2.1)	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher connects concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues. (Content Knowledge – Application of Content 5.1)	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	1 (50%)
	Emerging	1 (20%)	1 (17%)	1 (50%)
	Ineffective			
Score: 77% of completers were rated Teacher Leader of Effective				
The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and to advance the profession. (Professional Responsibility – Leadership and Collaboration 10.2)	Teacher Leader	1 (20%)	2 (33%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)		
	Ineffective			
Score: 92% of completers were rated Teacher Leader of Effective				
The teacher uses assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2)	Teacher Leader	1 (20%)	2 (33%)	
	Effective	3 (60%)	4 (67%)	1 (50%)
	Emerging	1 (20%)		1 (50%)
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher plans instruction by collaborating with colleagues, specialists,	Teacher Leader	2 (40%)	2 (33%)	1 (50%)
	Effective	3 (60%)	4 (67%)	1 (50%)
	Emerging			

community resources, families and learners meet to individual learning needs. (Instructional Practice – Planning for Instruction 7.3)	Ineffective			
Score: 100% of completers were rated Teacher Leader of Effective				
The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); and Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); Response to Instruction (RTI) and their relationship to student achievement. (Alabama Specific Expectations – Standard 4(0)).	Teacher Leader	1 (20%)	1 (17%)	
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (17%)	
	Ineffective			
The teacher possesses knowledge of Alabama's state assessment system. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	1 (20%)		
	Effective	3 (60%)	4 (67%)	2 (100%)
	Emerging	1 (20%)	1 (33%)	
	Ineffective			
Score: 85% of completers were rated Teacher Leader of Effective				
The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional process. (Alabama Specific Expectations – Standard 7(g)).	Teacher Leader		3 (50%)	
	Effective	4 (80%)	3 (50%)	2 (100%)
	Emerging	1 (20%)		
	Ineffective			
Score: 92% of completers were rated Teacher Leader of Effective				
The teacher communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)).	Teacher Leader		1 (17%)	1 *50%)
	Effective	4 (80%)	3 (50%)	1 (50%)
	Emerging	1 (20%)	1 (17%	
	Ineffective			

Score: 85% of completers were rated Teacher Leader of Effective				
The teacher understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader		3 (50%)	
	Effective	4 (80%)	3 (50%)	2 (100%)
	Emerging	1 (20%)		
	Ineffective			
Score: 92% of completers were rated Teacher Leader of Effective				

2020-2021 data on UWA Advanced Program Employer Satisfaction Advanced Programs				
Survey Item	**English Language Arts** Surveys N=5		**Instructional Leadership** Surveys N=20	**Teacher Leadership** Surveys N=6
The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility. (The Learner and Learning – Learning Environments 3.1)	Teacher Leader	1 (20%)	5 (25%)	3 (50%)
	Effective	3 (60%)	14 (70%)	3 (50%)
	Emerging	1 (20%)	1 (5%)	
	Ineffective			
Score: 94% of completers were rated Teacher Leader of Effective				
The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teachers. (Content Knowledge	Teacher Leader	1 (20%)	4 (20%)	
	Effective	4(80%)	14 (70%)	5 (83%
	Emerging		2 (10%)	1 (17%)
	Ineffective			

– Knowledge – Content Knowledge 4.1)				
	Score: 90% of completers were rated Teacher Leader of Effective			
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues, (Content Knowledge – Application of Content 5.2)	Teacher Leader	1 (20%)	5 (25%)	2 (33%)
	Effective	3 (60%)	13 (65%)	4 (67%)
	Emerging	1 (20%)	2 (10%)	
	Ineffective			
	Score: 90% of completers were rated Teacher Leader of Effective			
The teacher implements assessments in an ethical manner and minimizes biases to enable the learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3)	Teacher Leader		3 (15%)	
	Effective	4 (80%)	12 (60%)	5 (83%)
	Emerging	1 (20%)	5 (25%)	1 (17%)
	Ineffective			
	Score: 74% of completers were rated Teacher Leader of Effective			
The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills. (Instructional Practice – Planning for Instruction 7.1)	Teacher Leader	2 (20%)	5 (25%)	3 (50%)
	Effective	3 (80%)	10 (50%)	3 (50)%
	Emerging		5 (25%)	
	Ineffective			
	Score: 81% of completers were rated Teacher Leader of Effective			
The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs	Teacher Leader	1 (20%)	6 (30%)	2 (33%)
	Effective	3 (60%)	10 10 (50%)	4 (67%)
	Emerging	1 (20%)	4 (20%)	
	Ineffective			

(Instructional Practice – Planning for Instruction 7.2)				
	Score: 81% of completers were rated Teacher Leader of Effective			
The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners. (Instructional Practice – Instructional Strategies 8.1)	Teacher Leader	1 (20%)	4 (20%)	4 (67%)
	Effective	2 (40%)	13 (65%)	2 (33%)
	Emerging	2 (40%)	3 (15%)	
	Ineffective			
	Score: 81% of completers were rated Teacher Leader of Effective			
The teacher engages in continuous professional learning to more effectively meet the needs of each learner. (Professional Responsibility – Professional Learning and Ethical Practice 9.1)	Teacher Leader		7 (35%)	1 (17%)
	Effective	4(80%)	11 (55%)	5 (83%)
	Emerging	1(20%)	2 (10%)	
	Ineffective			
	Score: 90% of completers were rated Teacher Leader of Effective			
The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners' needs. (Professional Responsibility – Professional Learning and Ethical Practice 9.2)	Teacher Leader	1 (20%)	4 (20%)	2 (33%)
	Effective	4 (80%)	15 (75%)	4 (67%)
	Emerging		1 (5%)	
	Ineffective			
	Score: 97% of completers were rated Teacher Leader of Effective			
The teacher practices the profession in an ethical manner. Professional Responsibility – Professional Learning and Ethical Practice 9.3)	Teacher Leader		5 (25%)	3 (50%)
	Effective	4 (80%)	11 (55%)	3 (50%)
	Emerging	1 (20%)	4 (20%)	
	Ineffective			
	Score: 81% of completers were rated Teacher Leader of Effective			
The teacher uses understanding of how learners grow	Teacher Leader	1 (20%)	7 (35%)	1(17%)
	Effective	3 (60%)	11 (55%)	4 (67%)

and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences. (The Learner and Learning – Learner Development 1.1)	Emerging	1 (20%)	2 (10%)	1 (17%)
	Ineffective			
	Score: 87% of completers were rated Teacher Leader of Effective			
The teacher manages the learning environment to engage learners actively. (The Learner and Learning – Learning Environments 3.2)	Teacher Leader	1 (20%)	5 (25%)	
	Effective	3 (60%)	12	5 (83%
	Emerging	1 (20%)	3 (15%)	1 (17%)
	Ineffective			
	Score: 81% of completers were rated Teacher Leader of Effective			
The teacher creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content. (Content Knowledge – Content Knowledge 4.2)	Teacher Leader	2 (40%)	6 (30%)	1 (17%)
	Effective	3 (60%)	11 (55%)	4 (67%
	Emerging		3 (15%)	1 (17%)
	Ineffective			
	Score: 87% of completers were rated Teacher Leader of Effective			
The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives. (Instructional Practice – Assessment 6.1)	Teacher Leader	2 (40%)	3 (15%)	2 (33%)
	Effective	3 (60%)	15 (75%)	4 (67%)
	Emerging		2 (10%)	
	Ineffective			
	Score: 94% of completers were rated Teacher Leader of Effective			
The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies	Teacher Leader	1 (20%)	4 (20%)	2 (33%)
	Effective	3 (60%)	12 (60%)	4 (67%)
	Emerging	1 (20%)	4 (20%)	
	Ineffective			

content knowledge in meaningful ways. (Instructional Practice – Instructional Strategies 8.2)				
	Score: 81% of completers were rated Teacher Leader of Effective			
The teacher collaborates with learners, families, colleagues, other school professionals, and community members to ensure learner growth. (Professional Responsibility Responsibility – Leadership and Collaboration 10.1)	Teacher Leader	3 (60%)	6 (30%)	3 (50%)
	Effective	2 (40%)	12 (60%)	3 (50%)
	Emerging		2 (10%)	
	Ineffective			
	Score: 94% of completers were rated Teacher Leader of Effective			
The teacher uses understanding of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards. (The Learner and Learning – Learning Differences 2.1)	Teacher Leader	2 (20%)	7 (35%)	1 (17%)
	Effective	3 (80%)	12 (60%)	4 (67%)
	Emerging		1 (5%)	1 (17%)
	Ineffective			
	Score: 94% of completers were rated Teacher Leader of Effective			
The teacher connects concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues. (Content Knowledge – Application of Content 5.1)	Teacher Leader	1 (20%)	5 (25%)	2 (33%)
	Effective	3 (60%)	11 (55%)	4 (67%)
	Emerging	1 (20%)	4 (20%)	
	Ineffective			
	Score: 81% of completers were rated Teacher Leader of Effective			
The teacher seeks appropriate leadership roles and opportunities to take responsibility for	Teacher Leader	2 (40%)	4 (20%)	2 (33%)
	Effective	3 (60%)	13 (65%)	4 (67%)
	Emerging		3 (15%)	
	Ineffective			

student learning and to advance the profession. (Professional Responsibility – Leadership and Collaboration 10.2)				
	Score: 90% of completers were rated Teacher Leader of Effective			
The teacher uses assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2)	Teacher Leader	1 (20%)	4 (20%)	2 (33%)
	Effective	4 (80%)	13 (65%)	4 (67%)
	Emerging		3 (15%)	
	Ineffective			
	Score: 90% of completers were rated Teacher Leader of Effective			
The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs. (Instructional Practice – Planning for Instruction 7.3)	Teacher Leader	2 (40%)	6 (30%)	2 (33%)
	Effective	3 (60%)	14 (70%)	4 (67%)
	Emerging			
	Ineffective			
	Score: 100% of completers were rated Teacher Leader of Effective			
The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to the Alabama Reading Initiative (ARI); the Alabama Math, Science and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); and Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); Response to Instruction (RTI) and their relationship to student achievement. (Alabama Specific	Teacher Leader	1 (20%)	3 (15%)	1 (17%)
	Effective	3 (60%)	9 (45%)	4 (67%)
	Emerging	1 (20%)	8 (40%)	1 (17%)
	Ineffective			

Expectations – Standard 4(0)).				
The teacher possesses knowledge of Alabama's state assessment system. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	1 (20%)	4 (20%)	1 (17%)
	Effective	3 (60%)	10 10 (50%)	3 (50%)
	Emerging	1 (20%)	6 (30%)	2 (33%)
	Ineffective			
	Score: 71% of completers were rated Teacher Leader of Effective			
The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional process. (Alabama Specific Expectations – Standard 7(g)).	Teacher Leader		5 (25%)	3 (50%)
	Effective	4 (80%)	12 (60%)	3 (50%)
	Emerging	1 (20%)	3 (15%)	
	Ineffective			
	Score: 87% of completers were rated Teacher Leader of Effective			
The teacher communicates with students, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)).	Teacher Leader	2 (40%)	3 (15%)	2 (33%)
	Effective	3 (60%)	17 (85%)	3 (67%)
	Emerging			
	Ineffective			
	Score: 100% of completers were rated Teacher Leader of Effective			
The teacher understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy. (Alabama Specific Expectations – Standard 6(q)).	Teacher Leader	1 (20%)	4 (20%)	3 (50%)
	Effective	4 (80%)	15 (75%)	3 (50%)
	Emerging		1 (5%)	
	Ineffective			
	Score: 97% of completers were rated Teacher Leader of Effective			

Measure 3: R3.3/RA3.4 Candidate Competency at Program Completion:

1. Candidates are required to take and pass their Praxis II Content Examinations prior to being considered a program completer. The EPP has a 100% passing score on this examination due to this requirement. All Praxis II content examination passing scores are set by the Alabama State Department of Education. The EPP also assesses scores based on how well completers scored against national data. The EPP assesses to see I candidates are scoring within the national performance range. The majority of UWA completers are scoring within the national scoring range as indicated by the sub-scores below. Most programs indicate that 80% to 100% of completers are scoring within range (category sub-scores). Please see data charts below for Class B and Alternative Master's completer scores:

Multiple Subjects Reading Language Arts 5002 (Elementary Education) Class B													
Elementary Education Required Passing Score =157		CAT I Reading						CAT II Writing, Speaking, Listening					
Multiple Subjects Reading Language Arts 5002	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range
20-21 N=23	167.7	21.7	31	18-23	20.5	1.2	87.00%	23.3	34	20-26	22.5	0.8	100%
Multiple Subjects Reading Language Arts 5002 (Elementary Education) Alt. A													
20-21 N=23	171.3	21.8	31	18-23.	20.5	1.3	95.00%	26.1	34	19-26.	22.5	3.6	100%

Muktiple Subject Mathematics 5003 (Elemetary Education) Class B																			
Elementary Education/Required Passing Score =157		CAT I Number and Operations						CAT II Aagebraic Thinking						III. Geometry and Measurement, Data, Statistics, and Probability					
Multiple Subjects Mathematics 5003	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=23	180	13	16	10.9-14	12.45	0.55	96%	8.6	12	6-9.	7.5	1.1	96%	8.3	12	5-8.	6.5	1.8	100%
Muktiple Subject Mathematics 5003 (Elemetary Education) Alt. A																			
20-21 N=23	181.3	13.5	16	11-14.	12.5	1	95%	9.1	12	6-9.	7.5	1.6	100%	8.6	12	5-8.	6.5	2.1	100%

Multiple Subjects Social Studies 5004 (Elemntary Education) Class B

Elementary Education/Required Passing Score =154		CAT I US History Governement and Citizenship						CAT II Geography, Anthropology and Sociology						CAT III World History and Economics					
Multiple Subjects Social Studies 5004	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=23	166.9	17.5	25	13-18.	15.5	2	100%	10.7	16	8-11.	9.5	1.2	100%	9.2	14	6-9.	7.5	1.7	100.00%
Multiple Subjects Social Studies 5004 (Elemntary Education) Alt. A																			
20-21 N=23	175	18.5	25	13-18.	15.5	3	100%	12.1	16	8-11.	9.5	2.6	95%	10	14	6-9.	7.5	2.5	100.00%

Multiple Subjects Science 5005 (Elementary Education) Class B

Elementary Education/Required Passing Score =158		CAT I Earth Science						CAT II Life Science						CAT III Physical Science					
Multiple Subjects Science 5005	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=23	168.4	11	16	8-12.	10	1	87%	12.3	17	10-13.	11.5	0.8	91%	12	17	10-13.	11.5	0.5	91%
Multiple Subjects Science 5005 (Elementary Education) Alt. A																			
20-21 N=23	175.7	11.2	16	8-12.	10	1.2	95%	13.8	17	10-13.	11.5	2.3	100%	13.1	17	10-13.	11.5	1.6	100%

Teaching Reading 5204/5205 (UG) (Elementary Education) Class B

Elementary Education Required Passing Score =159		Cat I. Emergent Literacy						Cat II. Phonological Awareness						Cat III. Alphabetic/Phonics and Word Analysis					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=23	166	8.5	12.1	7.3-10.4	8.86	-0.36	87%	10	15	8.75-11.7	10.2	-0.2	83%	10.5	16.4	9.4-12.7	11	-0.5	83%
Teaching Reading 5204/5205 (UG) (Elementary Education) Alt. A																			
20-21 N=23	170.2	9.2	11.9	7.5-10	8.7	0.5	91%	10.4	15.8	8-12.	10	0.4	82%	12.9	17.5	10-13.	11.5	1.4	100%

Teaching Reading 5204/5205 (UG) (Elementary Education) Class B

	Cat IV. Comprehension and Fluency						Cat V. Vocabulary						Cat VI. Instructional Processes					
	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performa	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performa	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performa	% of candidates scoring withing the Nat. performance range
	14.9	21	13.2-15.5	14.3	0.6	73%	9	13.5	7.6-10.6	9.1	-0.1	82%	12.5	18	10.2-14.6	12.4	0.1	92%
Teaching Reading 5204/5205 (UG) (Elementary Education) Alt. A																		
	13.6	20	12-15.	13.5	0.1	76%	9.8	13.2	8-11.	9.5	0.3	88%	13.2	18	10-14.	12	1.2	65%

5025 Early Childhood Education Class B																			
Early Childhood Education/ Required Passing Score =156		Cat I. Language and Literacy						Cat II. Mathematics						Cat III. Social Studies					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	Raw points above or below the Nat. median performance range average score **CAT 3**	candidates scoring withing the Nat. performance range
20-21 N=23	171.7	24	30	18-23.	20.5	3.5	100%	19	25	14-19.	16.5	2.5	100%	13.2	14	9-12.	10.5	2.7	100%
5025 Early Childhood Education Alt. A																			
20-21 N=23	180.6	26	30	18-23	20.5	4.5	100%	22	27.5	17-23.	20	2	86%	14	15	10-12.	11	3	100%

5025 Early Childhood Education Class B											
Cat IV. Science						Cat V. Health and Physical Education; Creative & Performing Arts					
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	al Raw points above or below the Nat. median performance	candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	al Raw points above or below the Nat. median performance	candidates scoring withing the Nat. performance range
12	14	8-12.	10	2	100%	13.5	17	11-14.	12.5	1	91%
5025 Early Childhood Education Alt. A											
12.5	14	8-12.	10	2.5	100%	14	16	9-14.	11.5	2.5	100%

Multiple Subjects Reading Language Arts 5002 (Collaborative) Class B													
Collab. K-6 Required Passing score (20-21=157)		CAT I Reading						CAT II Language Writing and Communication					
Multiple Subjects Reading Language Arts 5002	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range
20-21 N=7	163	19.5	31	18-23	20.5	-1	86.00%	23.2	34	20-26.	23	0.2	71%
Multiple Subjects Reading Language Arts 5002 (Collaborative) Alt. A													
20-21 N=7	166	17.6	31	18-23	20.5	-2.9	80.00%	23	34	20-26.	23	0	100%

Muktiple Subject Mathematics 5003 (Collaborative)																		
Collab. K-6 Required score=157		CAT I Number and Operations						CAT II Aagebraic Thinking						III. Geometry and Measurement, Data, Statistics, and Probability					
Multiple Subjects Mathematics 5003	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=7	170.2	12	16	11-14.	12.5	-0.5	86%	8	12	6-9.	7.5	0.5	71%	6.8	12	5-8.	6.5	0.3	86%
Multiple Subjects Mathematics 5003 (Collaborative) Alt. A																			
20-21 N=7	171.6	12	16	11-14.	12.5	-0.5	80%	8	12	6-9.	7.5	0.5	100%	8.3	12	5-8.	6.5	1.8	100%

Multiple Subjects Social Studies 5004 (Collaborative)

Collab. K-6 Required score=154		CAT I US History Governement and Citizenship						CAT II Geography, Anthropology and Sociology						CAT III World History and Economics					
Multiple Subjects Social Studies 5004	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=7	162.8	16.5	25	13-18.	15.5	1	100%	10.8	16	8-11.	9.5	1.3	100%	8.2	14	6-9.	7.5	0.7	100.00%
Multiple Subjects Social Studies 5004 (Collaborative) Alt. A																			
20-21 N=7	165.2	17.6	25	13-18.	15.5	2.1	100%	10.6	16	8-11.	9.5	1.1	100%	7.6	14	6-9.	7.5	-0.1	100.00%

Multiple Subjects Science 5005 (Collaborative)

Collab. K-6 Required score=158		CAT I Earth Science						CAT II Life Science						CAT III Physical Science					
Multiple Subjects Science 5005	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=7	167	10.8	16	8-12.	10	0.8	100%	12.5	17	10-13.	11.5	1	100%	11.4	17	10-13.	11.5	-0.1	71%
Multiple Subjects Science 5005 (Collaborative) Alt. A																			
20-21 N=7	169.2	10.3	16	8-12.	10	0.3	100%	12.6	17	10-13.	11.5	1.1	80%	12	17	10-13.	11.5	0.5	100%

K-6 Collaborative (5354)

(UG) 5354 Special Ed./Required Passing Score =153		Cat I. Development and Characteristics of Learners						Cat II. Planning and the Learning Environment						Cat III. Instruction					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=7	164.4	11.4	17.4	10-14.	12	-0.6	86%	17.2	25	17-22.	19.5	-2.3	71%	17.5	25	17-21.	19	-1.5	71%

K-6 Collaborative (5354)

Cat IV. Assessment						Cat V. Foundations and Professional Responsibilities					
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 5**	% of candidates scoring withing the Nat. performance range
12.4	19.4	12-16.	14	-1.6	71%	15.5	22	15-18.5	16.7	-1.2	71%

Collaborative K-6 (UG) 5205 Teaching Reading

Collab. K-6 /Required Passing Score =159		Cat I. Emergent Literacy						Cat II. Phonological Awareness						Cat III. Alphabetic/Phonics and Word Analysis					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=2	172	9	12	8-10.	9	0	100%	12	17	8-12.	10	2	100%	14	17	10-13.	11.5	2.5	100%

Collaborative K-6 (UG) 5205 Teaching Reading																		
Cat IV. Comprehension and Fluency							Cat V. Vocabulary						Cat VI. Instructional Processes					
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range		Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 5**	% of candidates scoring withing the Nat. performance range		Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 6**	% of candidates scoring withing the Nat. performance range
14	20	12-15.	13.5	0.5	100%		11	13	8-11.	9.5	1.5	100%		12.5	18	10-14.	12	0.5	100%

Collaborative 6-12 (UG) 5354																			
(UG) 5354 Collab. 6-12/Required Passing Score =153		Cat I. Development and Characteristics of Learners						Cat II. Planning and the Learning Environment						Cat III. Instruction					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=7	164.4	11.4	17.4	10-14.	12	-0.6	86%	17.2	25	17-22.	19.5	-2.3	71%	17.5	25	17-21.	19	-1.5	71%

Collaborative 6-12 (UG) 5354											
Cat IV. Assessment						Cat V. Foundations and Professional Responsibilities					
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 5**	% of candidates scoring withing the Nat. performance range
12.4	19.4	12-16.	14	-1.6	71%	15.5	22	15-18.5	16.7	-1.2	71%

Class B Mathematics 5161													
Secondary Ed. Mathematics/Required Passing Score =157		CAT I Number and Quantity, Algebra, functions; and Calculus						CAT II Geometry, Probability and Statistics, and Discrete Mathematics					
Academic Year	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average score	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWA Total Raw points above or below the Nat. median performance range average	% of candidates scoring withing the Nat. performance range
20-21 N=1	168	26	34	14-22.	18	8	100%	10	16	7-11.	9	1	100%
Alt. A. Mathematics 5161													
20-21 N=11	154.1	22	34	14-22.	18	4	100%	9	16	7-11.	9	0	100%

Class B History 5941																			
Secondary Ed. History/Required Passing Score = 148		Cat I. Science, Technology, and Social Perspectives						Cat II. World History: 1450CE-to Present						Cat III. United States History to 1877					
Academic Year	Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
History Alt. A 5941																			
20-21 N=3	164	17	28	15-20	17.5	-0.5	100%	18.5	27	14-19.	16.5	2	100%	23	29	16-23	19.5	3.5	100%

Class B History 5941													
Cat IV. United States History: 1877 to present						Cat V. Historical Thinking Skills							
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performanc e range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 5**	% of candidates scoring withing the Nat. performance range
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
History Alt. A 5941													
24	28	16-21	18.5	18.5	100%	20.5	28	14-20	17	3.5	100%		

Class B General Social Science 5081																				
Secondary Geneal Social Science 5081 Class B/Required Passing Score =155		Cat I. United States History						Cat II. World History						Cat III. Govt., Civics, Political Science						
Academic Year	Total N Average Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range	
20-21 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
General Social Science 5081 Alt. A																				
20-21 N=3	164.5	16	22	12-17.	15	1	100%	11.7	22	12-17.	14.5	-2.8	66%	15.2	23	13-18.	15.5	-0.3	66%	

Class B General Social Science 5081																				
Cat IV. Geography							Cat V. Economics							Cat VI. Behavioral Sciences						
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range		Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 5**	% of candidates scoring withing the Nat. performance range		Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 6**	% of candidates scoring withing the Nat. performance range
N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	
General Social Science 5081 Alt. A																				
11.2	16	9-12.	10.5	-0.7	100%		9.5	16	8-12.	10	-0.5	66%		6.7	11	6-9.	7.5	-0.8	100%	

Class B English Language Arts 5038

Secondary English Language Arts 5038 Class B/Required Passing Score =167		Cat I. United States History						Cat II. World History						Cat III. Govt., Civics, Political Science					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=4	170	30	40.6	27-34	30.5	-0.5	100%	22	28	20-24	22	0	75%	28	40	27-33	30	-2	75%
English Language Arts 5038 Alt. A																			
20-21 N=9	174.1	32.3	41	28-35	31.5	0.8	78%	23.6	28	19-24	21.5	2.1	88%	33.6	41	27-33	30	3.6	100%

General Science 5435 Class B

Secondary Ed. General Science 5435/Required Passing Score = 152		Cat I. Scientific Methodology, Techniques, and History						Cat II. Physical Science						Cat III. Life Science					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=2	176.5	8	12	6-9.	7.5	0.5	100%	31.5	42	22-33.	27.5	4	100%	18.5	22	14-18.	16	2.5	100%
General Science 5435 Alt.A																			
20-21 N=5	167.6	9	12	6-9.	7.5	1.5	100%	30	42	20-31.5	25.7	4.3	100%	17.5	22	12.5-18	15.2	2.3	100%

General Science 5435 Class B											
Cat IV. Earth and Space Science						Cat V. Science, Technology, and Society					
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 5**	% of candidates scoring withing the Nat. performance range
19.5	22	11-16.	13.5	6	100%	11	12	7-10.	8.5	2.5	100%
General Science 5435 Alt.A											
15.5	22	10.5-16	13.2	2.3	100%	9.5	12	6.5-10	8.2	1.3	100%

Biology 5235 Class B

Biology 5235 Class B/Required Passing Score = 150		Cat I. Nature of Science: Scientific Inquiry, Methodology, Techniques, and History						Cat II. Molecular and Cellular Biology						Cat III. Genetics and Evolution					
Academic Year	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range
20-21 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biology 5235 Alt. A																			
20-21 N=2	156.5	10	17	9-12.	10.5	-0.5	100%	14	23.5	10-16.5	13.2	0.8	100%	15	24	10-15.	12.5	2.5	100%

Biology 5235 Class B

Cat IV. Diversity of Life and Organismal Biology						Cat V. Ecology: Organisms and Environments						Cat VI. Science, Technology, and Social Perspectives					
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 5**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 6**	% of candidates scoring withing the Nat. performance range
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Biology 5235 Alt. A																			
16	23.5	11-17.	14	2	100%	15	19	10-14.5	12.2	2.8	100%	9	12	7-10.	8.5	0.5	100%

Physical Education 5091 Class B													
Physical Education k-12 5091 Class B/Required		Cat I. Content Knowledge and Student Growth and Development						Cat II. Management, Motivation, and Communication					
Academic	Total N Average Score Score	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 1**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 2**	% of candidates scoring withing the Nat. performance range
20-21 N=2	159	22.5	30	18-22.	20	2.5	100%	20.5	25	19-22.	20.5	0	100%
Physical Education 5091 Alt. A													
20-21 N=8	156	20	30	18-22.	20	0	100%	18	25	19-22.	20.5	-2.5	88%

Physical Education 5091 Class B												
Cat III. Planning, Instruction, and Student Assessment						Cat IV. Collaboration, Reflection, and Technology					
Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 3**	% of candidates scoring withing the Nat. performance range	Raw Points Earned Average for UWA	Raw Points Available	Nat. Average Raw Points Performance Range	Median performance range average score	UWATotal Raw points above or below the Nat. median performance range average score **CAT 4**	% of candidates scoring withing the Nat. performance range
19.5	5	17-20	18.5	1	50%	14	20	13-16	14.5	-0.5	50%
Physical Education 5091 Alt. A											
19	25	17-20.	18.5	0.5	88%	17	20	13-16.	14.5	2.5	88%

Measure R3.3 Candidate Competency at Program Completion:

2. In order to earn an Alabama Educator Certificate based on the ALSDE traditional approach, a candidate must pass the edTPA Performance assessment. All initial program candidates in Class B and Class A-Alternative programs must take and pass the assessment. Please see UWA edTPA scores below:

Elementary Education - Class B- edTPA Scores - Sept. 1, 2020-August 31, 2021 (CS=Completer Score/PS=Passing Score)

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Task 4 Ā Āssessing Students' Mathematical Learning			Scores		% of 1st Attempt Pass Rate
25	2.9					2.6					2.7					2.6			49.2		
	Task 1					Task 2					Task 3					Task 4			CS	PS	A
2020-2021	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15	RB 16	RB 17	RB 18			
Standards																					
20-21 N=25	2.7	2.95	2.7	2.9	2.6	3	2.7	2.7	2.8	2.45	2.7	3.2	2.8	2.7	2.7	2.65	2.75	2.4	CS=49.2	PS=44	82% 1st Time Pass

Elementary Education ALT. A- edTPA Scores - Sept. 1, 2020-August 31, 2021 (CS=Completer Score/PS=Passing Score)

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Task 4 Ā Āssessing Students' Mathematical Learning			Scores		% of 1st Attempt Pass Rate
23																			50.1		
20-21 N=23	2.75	2.8	3.1	2.9	2.8	3.05	2.8	2.9	2.8	2.55	2.7	3.5	2.9	2.65	2.85	2.65	2.75	2.5	CS=50.1	PS=44	87.2 1st time pass rate

Early Childhood Education- Class B- edTPA Scores - Sept. 1, 2020-August 31, 2021 (CS=Completer Score/PS=Passing Score)

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
25																49.2		
2020-2021	Task 1					Task 2					Task 3					CS	PS	A
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
Standards																		
20-21 N=25	2.7	2.95	2.7	2.9	2.6	3	2.7	2.7	2.8	2.45	2.7	3.2	2.8	2.7	2.7	CS=49.2	PS=44	82% 1st Time Pass Rate

Early Childhood Education ALT. A- edTPA Scores - Sept. 1, 2020-August 31, 2021 (CS=Completer Score/PS=Passing Score)

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
16																40.8		
20-21 N=16	2	2.85	2.9	3	2.9	3	3.05	2.95	2.2	2.5	2.55	2.1	2.5	2.95	2.7	CS=40.8	PS=37	81% 1st time pass rate

Special Education (Dual k-6/6-12) - Class B- edTPA Scores - Sept. 1, 2020-August 31, 2021

2020-2021	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
																46.4		
N	Task 1					Task 2					Task 3					CS	PS	
7	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
Standards																		
20-21 N=7	2.9	3	3	3	2.9	3.5	3	3.5	3.5	2.75	3.9	3.5	2.8	2.65	2.65	CS=46.4	PS=37	100% 1st time pass rate

Special Education (Dual k-6) - ALT. A- edTPA Scores - Sept. 1, 2020-August 31, 2021

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
9																42.2		
20-21 N=9	3.5	3	2.5	2.5	2.9	3	3	3	3	2.5	2.9	3.3	3	2.5	2.25	CS=40.6	PS=37	67% 1st time pass rate

Special Education (6-12) - Class B- edTPA Scores - Sept. 1, 2020-August 31, 2021

2020-2021	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					CS	PS	% of 1st Attempt Pass Rate
	Task 1					Task 2					Task 3							
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
Standards	3.1.3, 3.3, 5.1.1-5.1.3					4.1.1, 5.1.4, 5.1.5, 5.1.6, 5.1.7					4.1.2, 4.1.4							
20-21 N=7	2.9	3	3	3	2.9	3.5	3	3.5	3.5	2.75	3.9	3.5	2.8	2.65	2.65	CS=46.4	PS=37	100% 1st time pass rate

Special Education (6-12) - Class B- edTPA Scores - Sept. 1, 2020-August 31, 2021

20-21 N=8	3	2.9	2.55	2.8	2.6	2.9	27	2.7	2.8	2.1	2.25	3.2	2.7	2.5	2	CS=39	PS=37	75% 1st time pass rate

Secondary Biology - Class B- edTPA Scores - Fall 2020-Spring 2021 (No student Enrolled)

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
0																		
Fall 2020	Task 1					Task 2					Task 3					CS	PS	A
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		37	
Ā																		
Standards																		

Secondary Biology - ALT. A- edTPA Scores - Fall 2020-Spring 2021 (No student Enrolled)

Spring 2021	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
2020-2021 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CS=	PS=	N/A

Secondary English Language Arts - Class B- edTPA Scores - Fall 2020-Spring 2021

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
4																46		75.00%
2020-2021	Task 1					Task 2					Task 3					CS	PS	A
Standards																		
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
2020-2021 N=4	2.85	3.85	3.1	2.7	3.4	3	3.15	2.65	2.9	2.85	3.15	3.7	2.9	3.15	2.85	CS=46	PS=37	75% 1st Time pass rate

Secondary English Language Arts - ALT. A- edTPA Scores - Fall 2020-Spring 2021

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
10																42.6		90.00%
2020-2021 N=10	3.1	2.8	3.35	3	3.2	3	3.2	3.25	3	3.05	2.5	3.8	2.7	2.6	3	CS=42.6	PS=37	90% 1st time pass rate

Secondary Social Science - Class B- edTPA Scores - Fall 2020-Spring 2021 (No student Enrolled)

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
0																		
2020-2021	Task 1					Task 2					Task 3					CS	PS	A
Standards																		
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
2020-2021 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CS=	PS=	N/A

Secondary Social Science- ALT. A- edTPA Scores - Fall 2020-Spring 2021 (No student Enrolled)

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
0																		
2020-2021 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CS=	PS=	N/A

Secondary General Science Science - Class B- edTPA Scores - Fall 2020-Spring 2021																		
N	*Task 1 Ā Planning for Literacy Instuction and Assessment*					*Task 2 Ā Instructing and Engaing Students in Literacy Learning*					*Task 3 Ā Āssessing Studens' Literacy Learning*					*Scores*		*% of 1st Attempt Pass Rate*
2																*39*		*100.00%*
2020-2021	Task 1					Task 2					Task 3					*CS*	*PS*	*A*
Standards																		
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
2020-2021 N=2	3	2.5	2	2.5	3	3	2.5	2.5	1.5	2.5	3.5	3.5	2	3	2	CS=39	PS=37	100% 1st time pass rate

Secondary General Science- ALT. A- edTPA Scores - Fall 2020-Spring 2021																		
N	*Task 1 Ā Planning for Literacy Instuction and Assessment*					*Task 2 Ā Instructing and Engaing Students in Literacy Learning*					*Task 3 Ā Āssessing Studens' Literacy Learning*					*Scores*		*% of 1st Attempt Pass Rate*
8																*40.9*		*87.50%*
2020-2021 N=8	3	2.25	2.5	2.8	3	3.05	2.45	2.5	1.8	2.15	3.2	3.3	2.1	2.3	2.5	CS=38.8	PS=37	87.5% 1st time pass rate

Secondary History - Class B- edTPA Scores - Fall 2020-Spring 2021 (No student Enrolled)																		
N	*Task 1 Ā Planning for Literacy Instuction and Assessment*					*Task 2 Ā Instructing and Engaing Students in Literacy Learning*					*Task 3 Ā Āssessing Studens' Literacy Learning*					*Scores*		*% of 1st Attempt Pass Rate*
0																		
2020-2021	Task 1					Task 2					Task 3					*CS*	*PS*	*A*
Standards																		
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
2020-2021 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CS=	PS=	N/A

Secondary History- ALT. A- edTPA Scores - Fall 2020-Spring 2021																		
N	*Task 1 Ā Planning for Literacy Instuction and Assessment*					*Task 2 Ā Instructing and Engaing Students in Literacy Learning*					*Task 3 Ā Āssessing Studens' Literacy Learning*					*Scores*		*% of 1st Attempt Pass Rate*
3																*48.5*		*87.50%*
2020-2021 N=3	3	3.25	3	3	3.5	3	3	3	3	3	3.25	4	3.8	3	3.75	CS=48.5	PS=37	100% 1st time pass rate

Secondary Mathematics- Class B- edTPA Scores - Fall 2020-Spring 2021

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
6																37		
2020-2021	Task 1					Task 2					Task 3					CS	PS	A
Standards																		
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
2020-2021 N=6	2.5	2.1	2.65	2.5	2.5	3	2.5	2	2.9	2	2.25	3	2.7	1.9	2.25	CS=37	PS=37	33.3% 1st time pass rate

Secondary Mathematics- ALT. A- edTPA Scores - Fall 2020-Spring 2021

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
10																37		60.00%
2020-2021 N=10	2.5	2.15	2.65	2.5	2.3	3	2	2.25	2.4	2	2.9	3	2.7	2.4	2.5	CS=37	PS=37	60% 1st time pass rate

Physical Education- Class B- edTPA Scores - Fall 2020-Spring 2021

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
0																		
2020-2021	Task 1					Task 2					Task 3					CS	PS	A
Standards																		
	RB 1	RB 2	RB 3	RB 4	RB 5	RB 6	RB 7	RB 8	RB 9	RB 10	RB 11	RB 12	RB 13	RB 14	RB 15			
2020-2021 N=0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CS=	PS=	N/A

Physical Education- ALT. A- edTPA Scores - Fall 2020-Spring 2021

N	Task 1 Ā Planning for Literacy Instuction and Assessment					Task 2 Ā Instructing and Engaing Students in Literacy Learning					Task 3 Ā Āssessing Studens' Literacy Learning					Scores		% of 1st Attempt Pass Rate
9																40.4		89.00%
2020-2021 N=9	2.8	3	2.7	2.7	2.9	2.9	2.7	2.7	2.7	2.55	2.7	3	2.6	2.35	2.55	CS=40.4	PS=37	89% 1st time pass rate

Measure RA3.4 Candidate Competency at Program Completion:

1. Candidates completing Advanced programs at UWA are required to take and pass a comprehensive exam prior to program completion. UWA Advanced program completers continue to show competency in Content Knowledge.

Master of Education							
Subject Area	Fall 1' 20	Fall 2' 20	Spring 1, 21	Spring 2, 21	Summer 1' 21	Summer 2' 21	Total
Biology	N/A	N/A	N/A	N/A	N=1 P1/F0	N=3 P1/F2	N=4 P2/F2
Early Childhood Education	N=7 P7/F0	N=8 P7/F1	N=6 P6/F0	N=5 P5/F0	N=13 P13/F0	N=9 P9/F0	N=48 P47/F1
Elementary Education	N=32 P31/F1	N=36 P36/F0	N=43 P43/F0	N=47 P47/F0	N=30 P28/F2	N=59 P54/F5	N=247 P239/F8
English/Lang. Arts	N=1 P1/F0	N=2 P2/F0	N/A	N=3 P2/F1	N=3 P2/F1	N=1 P1/F0	N=10 P8/F2
History	N=3 P2/F1	N=1 P1/F0	N=1 P0/F1	N=2 P2/F0	N/A	N=2 P1/F1	N=9 P6/F3
Physical Education	N=10 P7/F3	N=10 P8/F2	N=8 P8/F0	N=7 P5/F2	N=8 P5/F3	N=10 P9/F1	N=53 P42/F11
School Counseling	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social Science	N=2 P2/F0	N=1 P1/F0	N=1 P0/F1	N=3 P3/F0	N=3 P2/F1	N=5 P5/F0	N=15 P13/F2
Special Education	N=15 P13/F2	N=14 P12/F2	N=15 P11/F4	N=25 P16/F9	N=25 P17/F8	N=19 P14/F5	N=113 P83/F30
Mathematics	N=4 P4/F0	N=2 P2/F0	N=1 P1/F0	N=2 P2/F0	N/A	N=2 P2/F0	N=11 P11/F0
Total	N=74 P67/F7	N=74 P69/F5	N=75 P69/F6	N=94 P82/F12	N=83 P68/F15	N=110 P96/14	N=510 P451/F59
Percent Passing	91%	93%	92%	87%	82%	87%	88%

Master of Arts in Teaching							
Subject Area	Fall 1' 20	Fall 2' 20	Spring 1, 21	Spring 2, 21	Summer 1' 21	Summer 2' 21	Total
English	N/A	N=3 P2/F1	N/A	N/A	N/A	N/A	N=3 P2/F1
English Language Arts	N/A	N/A	N/A	N/A	N/A	N/A	N/A
History	N/A	N/A	N/A	N=1 P1/F0	N/A	N/A	N/A
Mathematics	N=1 P1/F0	N=6 P6/F0	N=3 P3/F0	N=3 P3/F0	N=2 P2/F0	N=6 P6/F0	N=21 P21/F0
Physical Education	N=1 P0/F1	N=1 P1/F0	N/A	N/A	N/A	N/A	N=2 P1/F1
Science	N/A	N/A	N/A	N=1 P1/F0	N/A	N/A	N-1 P1/F0
Social Science	N/A	N=2 P2/F0	N=1 P1/F0	N=1 P1/F0	N/A	N/A	N=4 P4/F0
Biology	N/A	N/A	N=2 P2/F0	N=3 P1/F2	N=3 P2/F1	N/A	N=8 P5/F3
Total	N=2 P1/F1	N=12 P11/F1	N=5 P6/F0	N=9 P7/F2	N=3 P2/F1	N=6 P6/F0	N=39 P34/F5
Percent Passing	50%	92%	100%	78%	67%	100%	87%

Education Specialist							
Subject Area	**Fall 1' 20**	**Fall 2' 20**	**Spring 1, 21**	**Spring 2, 21**	**Summer 1' 21**	**Summer 2' 21**	**Total**
Counseling	N=1 P1/F0	N/A	N=2 P1/F1	N=1 P1/F0	N=2 P2/F0	N=1 P1/F0	N=7 P6/F1
Early Childhood Education	N=3 P3/F0	N=2 P2/F0	N/A	N=1 P1/F0	N=1 P0/F1	N=1 P1/F0	N=8 P7/F1
Elementary Education	N=12 P11/F1	N=5 P5/F0	N=4 P4/F0	N=3 P3/F0	N=3 P3/F0	N=11 P11/F0	N=38 P37/F1
Library Media	N=2 P2/F0	N=1 P1/F0	N=1 P1/F0	N=2 P2/F0	N=3 P3/F0	N=4 P3/F1	N=13 P12/F1
School Counseling	N=4 P4/F0	N=3 P3/F0	N=2 P2/F0	N=5 P2/F3	N=6 P5/F1	N=4 P3/F1	N=24 P19/F5
Special Education	N=3 P3/F0	N=4 P3/F1	N=2 P1/F1	N=9 P7/F2	N=9 P7/F2	N=10 P6/F4	N=37 P27/F10
Total	**N=25 P24/F1**	**N=15 P14/F1**	**N=11 P9/F2**	**N=21 P16/F5**	**N=24 P20/F4**	**N=31 P25/F6**	**N=127 P108/F19**
Percent Passing	**96%**	**93%**	**82%**	**76%**	**83%**	**81%**	**85%**

Measure 4 Ability of completers to be hired in education positions for which they have prepared:

The EPP requires all licensing requirements to be completed prior to allowing our candidates to complete a program, graduate, and be recommended for licensure. Due to this requirement, 100% of the EPP's completers are eligible to be hired by a P-12 district in the area for which the completer was prepared.

2020-2021 Academic Year	Program Level	Candidates Recommended for	Program Completers
2020-2021	Class B	45	45
2020-2021	Alt. A.	90	90
2020-2021	Class A Traditional (M.Ed.)	710	710
2020-2021	Class A Traditional (MAT)	39	39
2020-2021	Class AA (ED.S.)	149	149