Measure 1: Completer Effectiveness: Applying Professional Knowledge, Skills, & Dispositions

Measure 1	Completer Effectiveness: Applying Professional Knowledge, Skills, & Dispositions
Overview	The EPP understands the importance of reviewing data aligned to completers' effectiveness in applying professional knowledge, skills, and dispositions. This evidence packet includes completer achievement in knowledge, skills, and dispositions as determined by their principal. The Indiana Department of Education (IDOE) annually requests all principals within the state to evaluate EPP completers through a survey that poses 21 questions that incorporate graduates' knowledge, skills, and dispositions assessed by employers within an academic year. The IDOE principal survey is designed with a 1-4 Likert scale rating believed to follow the following scale: 1. Strongly Agree or Very Satisfied 2. Agree or Satisfied 3. Disagree or Unsatisfied 4. Strongly Disagree or Very Unsatisfied
Data Table	The data tables include 3 cycles of data (2019, 2020, 2021) of the following: ● Annual IDOE-collected Principal Survey, disaggregated by knowledge-related (page 3), skills-related (page 4), and disposition-related (page 5) questions
Trends	**2021 IDOE Principal Survey Strengths:** ● Regarding the knowledge-related survey questions, 100% of ratings were positive (*Highly Effective* or *Effective*) ● Regarding the skills-related survey questions, 100% of ratings were positive (*Highly Effective* or *Effective*) ● Regarding the disposition-related survey questions, 100% of ratings were positive (*Highly Effective* or *Effective*) **2021 IDOE Principal Survey Areas of Challenge:** ● Due to all answers being effective and/or highly effective, there are no areas of challenge in the survey **2019-2021 IDOE Principal Survey Trends:** ● Over the past two years, 100% of knowledge-related survey questions were rated positive (*Highly Effective* or *Effective*)

	● Over the past two years, 100% of skill-related survey questions were rated positive (*Highly Effective* or *Effective*) ● Over the past two years, 100% of disposition-related survey questions were rated positive (*Highly Effective* or *Effective*) ● While one principal indicated below-average results in 2019, the remaining 2019 principals' answers were positive.
Future Direction	While data is limited, the IDOE-issued Principal Surveys of completers provide valuable insight into graduates' performance as indicated by professional knowledge, skills, and disposition. The consistently positive survey answers provide the EPP with valued insight on how the teacher preparation program influences completers' performance in these areas. The Employer Surveys, Graduate Surveys, Employer Focus Groups, and Completer Focus Groups provide valuable perceptions of the teacher preparation program, and the EPP can triangulate this data to evaluate completer performance. The EPP looks forward to continued collaboration with the IDOE through collected Principal Surveys to identify additional data for review. Holistically, these various and differentiated measures will inform the EPP on areas of strengths and improvement that will help inform the annual program review.

IDOE Principal Survey												
Principal Respondents: 2019: 13; 2020: 4; 2021: 3	2019				2020				2021			
	1	2	3	4	1	2	3	4	1	2	3	4
Knowledge-Related Questions: "The EPP did an outstanding job of preparing this teacher to...												
1. ...understand how students learn and develop at the grade level they are teaching."	8%	0	46%	46%	0	0	25%	75%	0	0	33.3%	66.6%
2. ...meet expectations of a beginning teacher for content preparation and knowledge."	8%	0	38%	54%	0	0	25%	75%	0	0	33.3%	66.6%
3. ...adhere to the ethical requirements of the teaching profession."	8%	0	46%	46%	0	0	25%	75%	0	0	66.6%	33.3%
4. ...adhere to the legal requirements of the teaching profession."	8%	0	58%	33%	0	0	25%	75%	0	0	66.6%	33.3%

IDOE Principal Survey												
Principal Respondents: 2019: 13, 2020: 4; 2021: 3	2019				2020				2021			
	1	2	3	4	1	2	3	4	1	2	3	4
Skills-Related Questions: "The EPP did an outstanding job of preparing this teacher to...												
5. ...provide an appropriate and challenging learning experience."	8%	0	46%	46%	0	0	25%	75%	0	0	66.6%	33.3%
6. ...provide an inclusive learning environment."	8%	0	54%	38%	0	0	0	100%	0	0	33.3%	66.6%
7. ...provide a rigorous learning environment."	8%	0	54%	38%	0	0	50%	50%	0	0	66.6%	33.3%
8. ...use a variety of assessment methods to guide, adjust, and improve instruction."	8%	8%	50%	31%	0	0	25%	75%	0	0	66.6%	33.3%
9. ...develop content specific assessments to test for student understanding of the lesson objectives."	8%	8%	46%	38%	0	0	50%	50%	0	0	66.6%	33.3%
10. ..differentiate instruction to meet all students' learning needs."	8%	0	61%	31%	0	0	50%	50%	0	0	33.3%	66.6%
11. ...work effectively with students with all exceptionalities."	8%	0	61%	31%	0	0	25%	75%	0	0	33.3%	66.6%
12. ...analyze student assessment data to improve classroom instruction."	8%	8%	50%	31%	0	0	50%	50%	0	0	66.6%	33.3%
13. ..use effective strategies to manage the learning environment."	8%	8%	46%	38%	0	0	25%	75%	0	0	0	100%
14. ..integrate technological tools as appropriate to advance student learning."	8%	8%	46%	38%	0	0	0	100%	0	0	50%	50%

IDOE Principal Survey												
Principal Respondents: 2019: 13, 2020: 4; 2021: 3	2019				2020				2021			
	1	2	3	4	1	2	3	4	1	2	3	4
Disposition-Related Questions: "The EPP did an outstanding job of preparing this teacher to...												
15. ...openly accept suggestions/constructive feedback."	8%	0	38%	54%	0	0	0	100%	0	0	33.3%	66.6%
16. ...exhibit ethical practice expected of educators."	8%	0	38%	54%	0	0	0	100%	0	0	33.3%	66.6%
17. ...work effectively with other professionals."	8%	0	46%	46%	0	0	0	100%	0	0	33.3%	66.6%
18. ...work effectively with parents/guardians."	8%	0	46%	46%	0	0	25%	75%	0	0	33.3%	66.6%
19. ...work effectively with school leaders."	8%	0	38%	54%	0	0	0	100%	0	0	33.3%	66.6%
20. ...work effectively within the school culture"	8%	0	46%	46%	0	0	25%	75%	0	0	33.3%	66.6%
21. Overall, how satisfied are you with the training this teacher received from this EPP?	8%	0	38%	54%	0	0	25%	75%	0	0	33.3%	66.6%