

## **CAEP Component 4.1 from UMW-COE 2019 submitted Accreditation Review report for Initial Licensure program completers**

Currently, the EPP has two sources of data that allow it to directly assess completer impact on P-12 student learning. Item 28 on the Employer Satisfaction Survey (See Employer Satisfaction Survey and Data 2018) asks administrators to respond to the following prompt: "Based upon the performance based evaluation of this early career teacher, this teacher was prepared to make a positive impact on student learning." On the 2018 Employer Satisfaction Survey, 85.4% of administrators responded that they strongly agreed or agreed with that statement. Note: The Employer Satisfaction Survey was updated for 2018 and previous years did not include that prompt.

In the absence of impact on P-12 student learning data from the state, the EPP also piloted a case study approach using a purposeful sample of employed completers (see Completers Case Study). Completers with one to three years teaching experience were contacted and provided with a template to collect pre-/post performance data based on a self-selected unit of study. To achieve a representative sample, participants were solicited from various graduation years, endorsement areas, programs, and subject areas. The analysis indicates completers' demonstrated positive impact on student learning. While student's scores, grades, and gains vary, impact was shown positively overall across gender, race, and identified learning needs. Results from this case study pilot suggest completers had a positive impact on student learning.

Additional plans are being developed with partner school divisions to better position the EPP to understand and demonstrate completer impact on P-12 learning. Partner school divisions, particularly those that have hired significant numbers of UMW graduates, have access to student data generated through their own standardized assessments and teacher evaluations. These data can be associated with specific teachers who can, in turn, be associated with particular EPPs. This joint venture will enable the EPP to better understand how its completers compare to those who completed other programs, and will allow local divisions to make more informed hiring decisions.