

Measure 1 (Initial): Completer Effectiveness (R4.1)

- (a) Completer impact in contributing to P-12 student-learning growth
- (b) Completer effectiveness in applying professional knowledge, skills, and dispositions

Coppin State University
“Educator as a Reflective Facilitator of Learning”

INITIAL COMPLETERS ON PROGRAM EFFECTIVENESS SURVEY RESULTS

This survey provides an opportunity for recent completers (one to three years after program completion) to provide feedback that will serve to improve initial teacher preparation programs at Coppin State University. The survey is administered each Spring. Only measures aligned to impact on P-12 growth are included in the table.

Measure	Spring 2022 (n=6)				Spring 2023 (n=3)			
	Strongly Agree (4)	Strongly Agree (4)	Strongly Agree (4)	Strongly Agree (4)	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. My program adequately prepared me to motivate my students to learn.	4 (66.6%)	2 (33.3%)			3 (100%)			
2. My program adequately prepared me to foster positive student relationships.	4 (66.6%)	1 (16.6%)	1 (16.6%)		3 (100%)			
3. My program adequately prepared me to engage each student in his/her content area.	3 (50%)	2 (33.3%)	1 (16.6%)		1 (33.3%)	2 (66.6%)		
4. My program adequately prepared me to make content meaningful to students	5 (83%)	1 (16.6%)			1 (33.3%)	2 (66.6%)		
5. My program adequately prepared me to implement a variety of instructional strategies	4 (66.6%)	2 (33.3%)			1 (33.3%)	2 (66.6%)		
6. My program adequately prepared me to advocate in order to meet the needs of learners, to strengthen the learning environment, and enact system change	3 (50%)	3 (50%)			1 (33.3%)	2 (66.6%)		
7. My program adequately prepared me for current role as a classroom teacher	5 (83%)	1 (16.6%)			1 (33.3%)	2 (66.6%)		

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Employer Survey (Initial Program – Completer Effectiveness)

The purpose of the Employer Survey of first year through the third-year teachers is to evaluate the satisfaction level of the employers of Coppin State University School of Education (SOE) teacher education program completers in the workforce as well as their preparedness (knowledge, skills, and dispositions) of these completers’ assigned responsibilities in working with P-12 students. The survey is administered each Spring. Only measures aligned to impact on P-12 growth are included in the table.

Spring 2023 Responses (n=2)

Measure – Planning and Preparation		Ratings				
Rate the level of ability at which the teacher model these values in her/his planning and preparation for instruction		Distinguished (4)	Proficient (3)	Basic (2)	Unsatisfactory (1)	
1.	Demonstrates knowledge of Content and Pedagogy		2 (100%)			
2.	Demonstrates Knowledge of Students	1 (50%)	1 (50%)			
Measure – The Classroom Environment						
3.	Creates an environment of respect and rapport		2 (100%)			
Measure – Instruction						
4.	Effectively engages students in learning		2 (100%)			
Measure – Overall Impression		Ratings				
		Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)	Cannot Judge (0)
Measure – Impact on Student Learning						
5.	Teacher has a positive effect on student learning in the areas of academic/scholastic achievement	2 (100%)				
6.	Teacher has a positive effect on student learning in the areas of social skills/ emotional development	2 (100%)				
7.	Teacher has a positive effect on student learning in the areas of psychomotor/physical development	1 (50%)				1 (50%)
8.	Teacher has a positive effect on student learning in the areas of cognitive skills/intellectual development	2 (100%)				
9.	Teacher has a positive effect on student learning in the areas of self-esteem/motivation to learn	2 (100%)				

Employer Evaluations of Completers Employed as Teachers

Table 1 represents evaluations for a Fall 2021 alumnus (n=1) employed in Baltimore County Public Schools. Evaluations for this teacher were conducted in Fall 2022 (Summative Evaluation) and Spring 2023 (Mid-Year Evaluation).

Ratings: I=Ineffective D=Developing E= Effective HE=Highly Effective N/O=Not Observed

Rating	Fall 2022					Spring 2023				
	I	D	E	HE	NO	I	D	E	HE	NO
Domains										
Planning and Preparation										
a) Demonstrates Knowledge of Content and Pedagogy			1 (100%)					1 (100%)		
b) Demonstrates Knowledge of Students				1 (100%)				1 (100%)		
c) Selects Instructional Outcomes			1 (100%)					1 (100%)		
d) Demonstrates Knowledge of Resources			1 (100%)					1 (100%)		
e) Designing Coherent Instruction			1 (100%)					1 (100%)		
f) Designing Student Assessments			1 (100%)					1 (100%)		
	I	D	E	HE	NO	I	D	E	HE	NO
Instruction										
a) Communicating with Students		1 (100%)					1 (100%)			
b) Using Questioning and Discussion Techniques			1 (100%)				1 (100%)			
c) Engaging Students in Learning		1 (100%)					1 (100%)			
d) Using Assessment in Instruction			1 (100%)				1 (100%)			
e) Demonstrating Flexibility and Responsiveness				1 (100%)			1 (100%)			