

2023 Annual Reporting Measures

CAEP Accountability Measures

R4.1 Completer effectiveness and impact on P-12 learning and development

Measure 1a: EPP Report Card

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 effectiveness of 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 2021-2022 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.

Measure 1a: EPP Report Card Data

| Employer Satisfaction Survey Educator Preparation Institutional Report Card For University of West Alabama | | | | |
|--|------------------|--|--|--|
| | | 2020 Report: 2019/2020 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction) | 2021 Report: 2020/2021 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction) | 2022 Report: 2021/2022 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction) |
| Survey Item | UWA%(AL%) | UWA%(AL%) | UWA%(AL%) | 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% (13%) | 13% (12%) | 10% (7%) |
| | Effective | 35% (53%) | 50% (64%) | 48% (56%) |
| | Emerging | 50% (32%) | 31% (22%) | 35% (32%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (0%) |
| The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches. (Content Knowledge – Knowledge – Content Knowledge 4.1) | Teacher Leader | 0% (10%) | 0% (0%) | 0% (0%) |
| | Effective | 30% (50%) | 50% (58%) | 48% (51%) |
| | Emerging | 55% (39%) | 44% (36%) | 45% (40%) |
| | Ineffective | 10% (0%) | 0% (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% (10%) | 6% (0%) | 0% (0%) |
| | Effective | 20% (47%) | 34% (47%) | 35% (42%) |
| | Emerging | 70% (41%) | 56% (46%) | 55% (50%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (0%) |
| The teacher implements assessments in an ethical | Teacher Leader | 0% (11%) | 9% (6%) | 0% (0%) |
| | Effective | 30% (59%) | 31% (64%) | 65% (59%) |

| | | | | |
|--|----------------|-----------|-----------|-----------|
| manner and minimizes biases to enable the learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3) | Emerging | 60% (28%) | 50% (28%) | 29% (33%) |
| | 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%) | 9% (0%) | 10% (0%) |
| | Effective | 10% (46%) | 28% (46%) | 35% (40%) |
| | Emerging | 75% (42%) | 59% (48%) | 55% (51%) |
| | Ineffective | 10% (0%) | 0% (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% (9%) | 13% (0%) | 0% (0%) |
| | Effective | 10% (49%) | 25% (49%) | 45% (45%) |
| | Emerging | 75% (39%) | 50% (44%) | 48% (46%) |
| | Ineffective | 10% (0%) | 13% (0%) | 0% (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% (9%) | 6% (0%) | 0% (0%) |
| | Effective | 35% (51%) | 47% (55%) | 48% (50%) |
| | Emerging | 50% (35%) | 38% (37%) | 45% (40%) |
| | Ineffective | 8% (0%) | 9% (0%) | 0% (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% (10%) | 9% (0%) | 0% (0%) |
| | Effective | 35% (56%) | 41% (58%) | 58% (55%) |
| | Emerging | 55% (32%) | 47% (36%) | 29% (37%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (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%) | 9% (9%) | 0% (0%) |
| | Effective | 20% (51%) | 34% (49%) | 42% (45%) |
| | Emerging | 70% (37%) | 47% (43%) | 45% (45%) |
| | Ineffective | 0% (0%) | 9% (0%) | 10% (0%) |
| The teacher practices the profession in an ethical manner. Professional | Teacher Leader | 0% (17%) | 13% (16%) | 10% (11%) |
| | Effective | 50% (64%) | 63% (69%) | 74% (63%) |
| | Emerging | 45% (18%) | 19% (14%) | 10% (23%) |

| | | | | |
|--|----------------|-----------|-----------|-----------|
| Responsibility – Professional Learning and Ethical Practice 9.3) | Ineffective | 0% (0%) | 0% (0%) | 10% (23%) |
| | | | | |
| 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 | 0% (9%) | 6% (0%) | 0% (0%) |
| | Effective | 10% (45%) | 44% (50%) | 29% (45%) |
| | Emerging | 80% (44%) | 44% (44%) | 61% (47%) |
| | Ineffective | 0% (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% (10%) | 13% (8%) | 0% (0%) |
| | Effective | 25% (52%) | 34% (55%) | 45% (48%) |
| | Emerging | 70% (33%) | 44% (33%) | 35% (37%) |
| | Ineffective | 0% (0%) | 9% (0%) | 16% (9%) |
| | | | | |
| 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 | 0% (9%) | 13% (6%) | 0% (0%) |
| | Effective | 25% (52%) | 34% (54%) | 45% (48%) |
| | Emerging | 65% (37%) | 50% (37%) | 48% (43%) |
| | 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% (9%) | 9% (0%) | 0% (0%) |
| | Effective | 30% (46%) | 31% (48%) | 35% (43%) |
| | Emerging | 55% (43%) | 50% (46%) | 52% (48%) |
| | Ineffective | 10% (0%) | 9% (0%) | 13% (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% (8%) | 6% (0%) | 0% (0%) |
| | Effective | 20% (47%) | 44% (49%) | 48% (46%) |
| | Emerging | 70% (43%) | 44% (45%) | 45% (46%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (0%) |
| | | | | |
| The teacher collaborates with learners, families, colleagues, other school professionals, and community members to ensure learner growth. (Professional Responsibility Responsibility) | Teacher Leader | 0% (10%) | 9% (0%) | 0% (6%) |
| | Effective | 35% (58%) | 41% (58%) | 55% (50%) |
| | Emerging | 55% (29%) | 47% (35%) | 32% (39%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (0%) |

| | | | | |
|--|----------------|-----------|-----------|-----------|
| – Leadership and Collaboration 10.1) | | | | |
| | | | | |
| | | | | |
| 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 | 0% (9%) | 9% (0%) | 0% (0%) |
| | Effective | 20% (47%) | 34% (49%) | 48% (45%) |
| | Emerging | 75% (41%) | 44% (44%) | 45% (46%) |
| | Ineffective | 0% (0%) | 13% (0%) | 0% (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% (9%) | 9% (0%) | 0% (0%) |
| | Effective | 25% (46%) | 31% (48%) | 48% (45%) |
| | Emerging | 65% (43%) | 50% (45%) | 42% (46%) |
| | Ineffective | 0% (0%) | 9% (0%) | 10% (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%) | 9% (0%) | 0% (0%) |
| | Effective | 25% (45%) | 31% (43%) | 48% (43%) |
| | Emerging | 60% (42%) | 50% (47%) | 39% (46%) |
| | Ineffective | 10% (0%) | 9% (0%) | 10% (0%) |
| | | | | |
| The teacher uses assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2) | Teacher Leader | 0% (9%) | 9% (0%) | 0% (0%) |
| | Effective | 30% (51%) | 41% (50%) | 48% (44%) |
| | Emerging | 60% (38%) | 44% (44%) | 45% (46%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (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% (10%) | 9% (0%) | 0% (6%) |
| | Effective | 30% (55%) | 38% (55%) | 48% (50%) |
| | Emerging | 70% (32%) | 47% (38%) | 39% (38%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (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 | Teacher Leader | 0% (7%) | 6% (0%) | 0% (0%) |
| | Effective | 15% (36%) | 22% (38%) | 29% (34%) |
| | Emerging | 75% (55%) | 69% (56%) | 55% (58%) |
| | Ineffective | 0% (0%) | 0% (0%) | 16% (0%) |

| | | | | |
|--|----------------|-----------|-----------|-----------|
| 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)). | | | | |
| The teacher possesses knowledge of Alabama’s state assessment system. (Alabama Specific Expectations – Standard 6(q)). | Teacher Leader | 0% (0%) | 6% (0%) | 0% (0%) |
| | Effective | 35% (42%) | 41% (48%) | 29% (43%) |
| | Emerging | 65% (51%) | 53% (48%) | 58% (50) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (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%) | 9% (0%) | 0% (0%) |
| | Effective | 20% (45%) | 34% (45%) | 39% (45%) |
| | Emerging | 70% (45%) | 56% (50%) | 48% (48%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (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 | 0% (6%) | 9% (0%) | 0% (0%) |
| | Effective | 37% (38%) | 28% (41%) | 45% (39%) |
| | Emerging | 59% (51%) | 56% (54%) | 39% (52%) |
| | Ineffective | 0% (0%) | 0% (0%) | 13% (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 | 0% (11%) | 9% (0%) | 0% (0%) |
| | Effective | 41% (55%) | 47% (59%) | 55% (50%) |
| | Emerging | 52% (33%) | 41% (34%) | 32% (42%) |
| | Ineffective | | | 10% (0%) |

Measure 1b: Alabama Teacher Observation Tool (ATOT)

Alabama Teacher Growth Program (ATGP). The Alabama Teacher Growth Program (ATGP) promotes continuous monitoring of the teachers' ability to support the implementation of Alabama Core Teaching Standards (ACTS), improve instructional practices, seek professional supports, and increase student performance. The ATGP logo encompasses these foundational goals. The ATGP components include a Self-Assessment, the ATOT, a Professional Learning Plan (PLP), and a Professional Practice Diagnostic (optional). Together these tools ensure there are numerous opportunities to provide effective feedback to educators.

ATOT-Teacher Observation Tool-Provides a tool to formatively observe teachers' actions/practices within a 20- minute period. Allows the observer to provide clear and focused feedback, to acknowledge teachers' actions that promote learner centric instruction, and to support the implementation of effective teaching and learning practices.

Implementation-All districts use the ATOT formative tool to report data to the Alabama State Department of Education (ALSDE). The tool is a required component in the ATGP. Districts may use the current observation model/program adopted; however, all classroom teachers are observed once per school year using ATOT. The following graphic illustrates the options for districts.

In 2021, the Alabama State Board of Education (SBOE) adopted the Alabama Core Teaching Standards (ACTS) and a resolution to retire EDUCATEAlabama and use the new formative teacher growth program that includes the Alabama Teacher Observation Tool (ATOT). The chart below provides details as to which each dimension assesses based teacher effectiveness and their impact on student learning.

The EPP conducted a case study consisting of ten (10) 2021-2022 program graduates to collect data on completer performance as it relates to Teacher Effectiveness and Impact on Learning. Seven Completers participated in the case study and provided copies of their ATOT 21-22 Evaluations. The ATOT rubric scores are as follows: 4=Very Evident, 3=Evident, 2=Somewhat Evident, and 1=Not Evident. The 21-22 ATOT Evaluation scores revealed that completers "1 Year Out" of their programs are scoring between 3 and 4 on most categories with evaluation scores ranging from 3.02-4.0 on the ATOT. Particularly, in the categories/dimensions Learning and Essentials all completers scored between 3 and 4. The EPP will implement efforts to expand the case study size in order to collect more surveys representative of all program areas to ensure multiple measures of impact and effectiveness are being collected.

| Dimension | | Key Terms | |
|------------------------|--|------------------------------|---|
| Culture/Climate | A learning environment that is created and sustained in which each learner is cared for, is safe, has a sense of belonging, and feels secure to share their thoughts | Environment | Context in which student learning occurs within a classroom setting or learning situation |
| | | Equitably, equity | Access to resources and support based on individual need |
| | | Diverse thinkers | Learners that express varying ideas and insights that could be based on their backgrounds and experiences; with an environment that should foster tolerance, respect, and understanding |
| Learning | Processes established to ensure learners have opportunities to demonstrate an understanding of the content and apply that knowledge and acquisition of skills | Higher order thinking skills | Also referred to as critical thinking skills, this type of thinking is based on a concept of education reform (e.g., Bloom's Taxonomy) that pushed learners to go beyond the memorization of facts to comprehending information |
| Essentials | Core competencies demonstrated by an effective teacher, such as presence and disposition, pedagogical knowledge, content knowledge, and management of the learning environment | Resources | Assets and capacity to fulfill the needs of and support for the learning environment and each learner; generally considered as material, digital, and human resources |
| | | Actively Engage Learners | Learning that allows students to generate knowledge or make meaning via such behaviors as clarifying, asking questions, comparing, and applying new information |
| Agency | Actions that foster learners' ability to self-direct and self-regulate their learning | Empowers | Allowing and encouraging learners to have a voice in making decisions about their learning progress and types of activities and topics that interest them |
| | | Growth mindset | Instilling in learners the belief that they can achieve, thrive, and overcome challenges |
| | | Self-efficacy | A learner's belief in their capacity to execute behaviors necessary to overcome challenges, "stay the course," and realize success |
| Relationship | Actions that foster healthy, positive connections between the teacher and learners | Collaboration | Learners who might or might not have the same interests, abilities, or backgrounds to focus on a common goal and work together to accomplish the goal (a goal can mean an activity or task) |
| | | Inclusivity | Intentionally not excluding any learner from activities, tasks, discussions, etc., due to their background, ability level, and/or physical impairment |

Measure 1b: Alabama Teacher Observation Tool (ATOT) Case Study Data

| Completer | UWA Major | Subject Taught/Evaluated | Dimension I Culture and Climate | Dimension II Learning | Dimension III Essentials | Dimension IV Agency | Dimension V Relationship | Total Average Score |
|--------------|--------------------------|--------------------------|------------------------------------|--------------------------|-----------------------------|------------------------|-----------------------------|---------------------|
| Completer 1: | Secondary Mathematics | 9th Grade Mathematics | 3 | 3.17 | 3 | 2.6 | 3.33 | 3.02 |
| Completer 2: | Elementary Educaion | 5 th Grade Science | 4 | 3.16 | 4 | 3.2 | 4 | 3.672 |
| Completer 3: | Elementary Educaion | 4th Grade Science | 4 | 3.83 | 4 | 2.6 | 4 | 3.686 |
| Completer 4: | Secondary Mathematics | 8th Grade | 3.75 | 4 | 4 | 4 | 4 | 3.95 |
| Completer 5: | Elementary Educaion | 1st Grade/Language Arts | 4 | 4 | 4 | 4 | 4 | 4 |
| Completer 6: | Elementary Educaion | 5th Grade?language Arts | 4 | 4 | 4 | 3.8 | 4 | 3.96 |
| Completer 7: | Secondary Social Studies | 10th Grade US History | 3 | 3 | 4 | 4 | 4 | 3.6 |

R4.2 Employer Satisfaction and Stakeholder Involvement

Measure 2a: (Initial) Employer Satisfaction Survey

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 2021-2022 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.

Measure 2a: (Initial) Employer Satisfaction Survey Data

| Employer Satisfaction Survey Educator Preparation Institutional Report Card For University of West Alabama | | | | |
|--|----------------|--|--|--|
| | | 2020 Report: 2019/2020 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction) | 2021 Report: 2020/2021 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction) | 2022 Report: 2021/2022 data on UWA Employer Satisfaction (Alabama Statewide Employer Satisfaction) |
| Survey Items | UWA%(AL%) | UWA%(AL%) | UWA%(AL%) | UWA%(AL%) |
| The teacher collaborates with others to build a positive | Teacher Leader | 0% (13%) | 13% (12%) | 10% (7%) |
| | Effective | 35% (53%) | 50% (64%) | 48% (56%) |

| | | | | |
|--|----------------|-----------|-----------|-----------|
| learning climate marked by respect, rigor, and responsibility. (The Learner and Learning – Learning Environments 3.1) | Emerging | 50% (32%) | 31% (22%) | 35% (32%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (0%) |
| | | | | |
| The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches. (Content Knowledge – Knowledge – Content Knowledge 4.1) | Teacher Leader | 0% (10%) | 0% (0%) | 0% (0%) |
| | Effective | 30% (50%) | 50% (58%) | 48% (51%) |
| | Emerging | 55% (39%) | 44% (36%) | 45% (40%) |
| | Ineffective | 10% (0%) | 0% (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% (10%) | 6% (0%) | 0% (0%) |
| | Effective | 20% (47%) | 34% (47%) | 35% (42%) |
| | Emerging | 70% (41%) | 56% (46%) | 55% (50%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (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% (11%) | 9% (6%) | 0% (0%) |
| | Effective | 30% (59%) | 31% (64%) | 65% (59%) |
| | Emerging | 60% (28%) | 50% (28%) | 29% (33%) |
| | 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%) | 9% (0%) | 10% (0%) |
| | Effective | 10% (46%) | 28% (46%) | 35% (40%) |
| | Emerging | 75% (42%) | 59% (48%) | 55% (51%) |
| | Ineffective | 10% (0%) | 0% (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% (9%) | 13% (0%) | 0% (0%) |
| | Effective | 10% (49%) | 25% (49%) | 45% (45%) |
| | Emerging | 75% (39%) | 50% (44%) | 48% (46%) |
| | Ineffective | 10% (0%) | 13% (0%) | 0% (0%) |
| | | | | |
| The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners. | Teacher Leader | 0% (9%) | 6% (0%) | 0% (0%) |
| | Effective | 35% (51%) | 47% (55%) | 48% (50%) |
| | Emerging | 50% (35%) | 38% (37%) | 45% (40%) |
| | Ineffective | 8% (0%) | 9% (0%) | 0% (0%) |

| | | | | |
|--|----------------|-----------|-----------|-----------|
| (Instructional Practice – Instructional Strategies 8.1) | | | | |
| | | | | |
| 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% (10%) | 9% (0%) | 0% (0%) |
| | Effective | 35% (56%) | 41% (58%) | 58% (55%) |
| | Emerging | 55% (32%) | 47% (36%) | 29% (37%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (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%) | 9% (9%) | 0% (0%) |
| | Effective | 20% (51%) | 34% (49%) | 42% (45%) |
| | Emerging | 70% (37%) | 47% (43%) | 45% (45%) |
| | Ineffective | 0% (0%) | 9% (0%) | 10% (0%) |
| | | | | |
| The teacher practices the profession in an ethical manner. Professional Responsibility – Professional Learning and Ethical Practice 9.3) | Teacher Leader | 0% (17%) | 13% (16%) | 10% (11%) |
| | Effective | 50% (64%) | 63% (69%) | 74% (63%) |
| | Emerging | 45% (18%) | 19% (14%) | 10% (23%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (23%) |
| | | | | |
| 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 | 0% (9%) | 6% (0%) | 0% (0%) |
| | Effective | 10% (45%) | 44% (50%) | 29% (45%) |
| | Emerging | 80% (44%) | 44% (44%) | 61% (47%) |
| | Ineffective | 0% (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% (10%) | 13% (8%) | 0% (0%) |
| | Effective | 25% (52%) | 34% (55%) | 45% (48%) |
| | Emerging | 70% (33%) | 44% (33%) | 35% (37%) |
| | Ineffective | 0% (0%) | 9% (0%) | 16% (9%) |
| | | | | |
| 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 | 0% (9%) | 13% (6%) | 0% (0%) |
| | Effective | 25% (52%) | 34% (54%) | 45% (48%) |
| | Emerging | 65% (37%) | 50% (37%) | 48% (43%) |
| | Ineffective | 0% (0%) | 0% (0%) | 0% (0%) |
| | | | | |
| | Teacher Leader | 0% (9%) | 9% (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) | Effective | 30% (46%) | 31% (48%) | 35% (43%) |
| | Emerging | 55% (43%) | 50% (46%) | 52% (48%) |
| | Ineffective | 10% (0%) | 9% (0%) | 13% (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% (8%) | 6% (0%) | 0% (0%) |
| | Effective | 20% (47%) | 44% (49%) | 48% (46%) |
| | Emerging | 70% (43%) | 44% (45%) | 45% (46%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (0%) |
| | | | | |
| 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 | 0% (10%) | 9% (0%) | 0% (6%) |
| | Effective | 35% (58%) | 41% (58%) | 55% (50%) |
| | Emerging | 55% (29%) | 47% (35%) | 32% (39%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (0%) |
| | | | | |
| | | | | |
| 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 | 0% (9%) | 9% (0%) | 0% (0%) |
| | Effective | 20% (47%) | 34% (49%) | 48% (45%) |
| | Emerging | 75% (41%) | 44% (44%) | 45% (46%) |
| | Ineffective | 0% (0%) | 13% (0%) | 0% (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% (9%) | 9% (0%) | 0% (0%) |
| | Effective | 25% (46%) | 31% (48%) | 48% (45%) |
| | Emerging | 65% (43%) | 50% (45%) | 42% (46%) |
| | Ineffective | 0% (0%) | 9% (0%) | 10% (0%) |
| | | | | |
| The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and to advance the profession. (Professional | Teacher Leader | 0% (10%) | 9% (0%) | 0% (0%) |
| | Effective | 25% (45%) | 31% (43%) | 48% (43%) |
| | Emerging | 60% (42%) | 50% (47%) | 39% (46%) |
| | Ineffective | 10% (0%) | 9% (0%) | 10% (0%) |

| | | | | |
|--|----------------|-----------|-----------|-----------|
| Responsibility – Leadership and Collaboration 10.2) | | | | |
| | | | | |
| The teacher uses assessment to engage learners in their own growth. (Instructional Practice – Assessment 6.2) | Teacher Leader | 0% (9%) | 9% (0%) | 0% (0%) |
| | Effective | 30% (51%) | 41% (50%) | 48% (44%) |
| | Emerging | 60% (38%) | 44% (44%) | 45% (46%) |
| | Ineffective | 0% (0%) | 0% (0%) | 6% (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% (10%) | 9% (0%) | 0% (6%) |
| | Effective | 30% (55%) | 38% (55%) | 48% (50%) |
| | Emerging | 70% (32%) | 47% (38%) | 39% (38%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (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 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 | 0% (7%) | 6% (0%) | 0% (0%) |
| | Effective | 15% (36%) | 22% (38%) | 29% (34%) |
| | Emerging | 75% (55%) | 69% (56%) | 55% (58%) |
| | Ineffective | 0% (0%) | 0% (0%) | 16% (0%) |
| | | | | |
| The teacher possesses knowledge of Alabama’s state assessment system. (Alabama Specific Expectations – Standard 6(q)). | Teacher Leader | 0% (0%) | 6% (0%) | 0% (0%) |
| | Effective | 35% (42%) | 41% (48%) | 29% (43%) |
| | Emerging | 65% (51%) | 53% (48%) | 58% (50) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (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%) | 9% (0%) | 0% (0%) |
| | Effective | 20% (45%) | 34% (45%) | 39% (45%) |
| | Emerging | 70% (45%) | 56% (50%) | 48% (48%) |
| | Ineffective | 0% (0%) | 0% (0%) | 10% (0%) |
| | | | | |
| The teacher communicates with students, parents, and the public about Alabama’s | Teacher Leader | 0% (6%) | 9% (0%) | 0% (0%) |
| | Effective | 37% (38%) | 28% (41%) | 45% (39%) |
| | Emerging | 59% (51%) | 56% (54%) | 39% (52%) |

| | | | | |
|---|----------------|-----------|-----------|-----------|
| assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)). | Ineffective | 0% (0%) | 0% (0%) | 13% (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 | 0% (11%) | 9% (0%) | 0% (0%) |
| | Effective | 41% (55%) | 47% (59%) | 55% (50%) |
| | Emerging | 52% (33%) | 41% (34%) | 32% (42%) |
| | Ineffective | | | 10% (0%) |

RA 4.1 Employer Satisfaction and Stakeholder Involvement

Measure 2b: RA 4.1. (Advanced) Employer Satisfaction Survey

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 (1 Year Out Survey) with partnering districts to collect satisfaction data on advanced program completers who completed an advanced program during the 2021-2022 academic year. 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**. Based on the 2021-2022 employer data collected, 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. Further, there were no advanced program completers during the 2021-2022 academic year for the following programs: Secondary ELA, Biology, General Science, Social Studies, Mathematics or History. As a result, there were no employers to survey due to not having completers.

Measure 2b: RA 4.1. (Advanced) Employer Satisfaction Survey Data

| 2021-2022 data on UWA Advanced Program Employer Satisfaction Advanced Programs | | | | |
|--|------------------------|---------|-----------------------|----------------|
| Survey Item | Early Childhood MED | | Ealy Childhood EDS | Elementary MED |
| | Surveys N=11 | | Surveys N=3 | Surveys N=35 |
| 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 | 3 (27%) | 1 (33%) | 6 (17%) |
| | Effective | 7 (64%) | 2 (67%) | 26 (74%) |
| | Emerging | 1 (9%) | | 3 (9%) |
| | 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 | 2 (18%) | | 4 (11%) |
| | Effective | 8 (73%) | 3 (100%) | 25 (71%) |
| | Emerging | 1 (9%) | | 6 (17%) |
| | Ineffective | | | |
| Score: 86% 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 (9%) | | 1 (3%) |
| | Effective | 9 (82%) | 3 (100%) | 32 (91%) |
| | Emerging | 1 (9%) | | 2 (6%) |
| | Ineffective | | | |
| Score: 94% 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 | 2 (18%) | | 2 (6%) |
| | Effective | 7 (64%) | 2(67%) | 30 (86%) |
| | Emerging | 2 (18%) | 1 (33%) | 3(8%) |
| | Ineffective | | | |
| Score: 87% 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 | Teacher Leader | 1 (9%) | | 4 (11%) |
| | Effective | 8 (73%) | 3 (100%) | 26 (74%) |
| | Emerging | 2 (18%) | | 5 (14%) |
| | Ineffective | | | |

| | | | | |
|---|----------------|---------|----------|----------|
| curriculum goals based on content standards and cross-disciplinary skills. (Instructional Practice – Planning for Instruction 7.1) | | | | |
| Score: 86% 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 (9%) | | 4 (11%) |
| | Effective | 9 (82%) | 3 (100%) | 26 (74%) |
| | Emerging | 1 (9%) | | 5 (14%) |
| | Ineffective | | | |
| Score: 88% 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 Strategies 8.1) | Teacher Leader | 3 (27%) | 1 (33%) | 2 (6%) |
| | Effective | 6 (55%) | 2 (67%) | 31 (88%) |
| | Emerging | 2 (18%) | | 2 (6%) |
| | Ineffective | | | |
| Score: 92% 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 | 4 (36%) | | 3 (9%) |
| | Effective | 5 (45%) | 2 (67%) | 28 (80%) |
| | Emerging | 2 (18%) | 1 (33%) | 4 (11%) |
| | Ineffective | | | |
| 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 | 2 (18%) | | 4 (11%) |
| | Effective | 8 (73%) | 3 (100%) | 25 (71%) |
| | Emerging | 1 (9%) | | 6 (17%) |
| | Ineffective | | | |
| Score: 86% of completers were rated Teacher Leader of Effective | | | | |
| The teacher practices the profession in an ethical manner. Professional Responsibility – | Teacher Leader | 1 (9%) | | 4 (11%) |
| | Effective | 9 (82%) | 3 (100%) | 26 (74%) |
| | Emerging | 1 (9%) | | 5 (14%) |

| | | | | |
|--|----------------|---------|----------|----------|
| Professional Learning and Ethical Practice 9.3) | Ineffective | | | |
| Score: 88% 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 | 2 (18%) | | 4 (11%) |
| | Effective | 8 (73%) | 3 (100%) | 25 (71%) |
| | Emerging | 1 (9%) | | 6 (17%) |
| | Ineffective | | | |
| Score: 86% 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 (9%) |
| | Effective | 8 (60%) | 3 (100%) | 25 (71%) |
| | Emerging | 3 (20%) | | 6 (17%) |
| | Ineffective | | | 1 (3%) |
| Score: 82% 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 (9%) | | 4 (11%) |
| | Effective | 9 (82%) | 3 (100%) | 26 (74%) |
| | Emerging | 1 (9%) | | 5 (14%) |
| | Ineffective | | | |
| Score: 86% 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 | 3 (27%) | | 3 (9%) |
| | Effective | 5 (45%) | 3 (100%) | 28 (80%) |
| | Emerging | 3 (27%) | | 4 (11%) |
| | Ineffective | | | |
| Score: 86% 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 | 2 (18%) | | 4 (11%) |
| | Effective | 8 (73%) | 3 (100%) | 25 (71%) |
| | Emerging | 1 (9%) | | 6 (17%) |
| | Ineffective | | | |
| Score: 86% 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 – Leadership and Collaboration 10.1) | Teacher Leader | 3 (27%) | 1 (33%) | 2 (6%) |
| | Effective | 6 (55%) | 2 (67%) | 31 (88%) |
| | Emerging | 2 (18%) | | 2 (6%) |
| | 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 | | | 3 (9%) |
| | Effective | 8 (60%) | 3 (100%) | 25 (71%) |
| | Emerging | 3 (20%) | | 6 (17%) |
| | Ineffective | | | 1 (3%) |
| 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 | 1 (9%) | 1 (33%) | 4 (11%) |
| | Effective | 7 (64%) | 2 (67%) | 24 (69%) |
| | Emerging | 3 (27%) | | 6 (17%) |
| | Ineffective | | | 1 (3%) |
| Score: 80% 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 (9%) | | 4 (11%) |
| | Effective | 9 (82%) | 3 (100%) | 26 (74%) |
| | Emerging | 1 (9%) | | 5 (14%) |
| | Ineffective | | | |
| Score: 88% 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 | 3 (27%) | 1 (33%) | 6 (17%) |
| | Effective | 7 (64%) | 2 (67%) | 26 (74%) |
| | Emerging | 1 (9%) | | 3 (9%) |
| | Ineffective | | | |
| Score: 92% 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 | 1 (9%) | | 12 (34%) |
| | Effective | 10 (91%) | 3 (100%) | 21 (60%) |
| | Emerging | | | 2 (6%) |
| | 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 (9%) | 1 (33%) | 4 (11%) |
| | Effective | 7 (64%) | 2 (67%) | 24 (69%) |
| | Emerging | 3 (27%) | | 6 (17%) |
| | Ineffective | | | 1 (3%) |
| | | | | |
| The teacher possesses knowledge of Alabama’s state assessment system. (Alabama Specific Expectations – Standard 6(q)). | Teacher Leader | 1 (9%) | 1 (33%) | 3 (9%) |
| | Effective | 9 (82%) | 2 (67%) | 24 (69%) |
| | Emerging | 1 (9%) | | 7 (20%) |
| | Ineffective | | | 1 (3%) |
| Score: 82% 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 | 2 (18%) | | 4 (11%) |
| | Effective | 8 (73%) | 3 (100%) | 25 (71%) |
| | Emerging | 1 (9%) | | 6 (17%) |
| | Ineffective | | | |
| Score: 86% of completers were rated Teacher Leader of Effective | | | | |
| The teacher communicates with students, parents, and the public about Alabama’s | Teacher Leader | 1 (9%) | | 4 (11%) |
| | Effective | 9 (82%) | 3 (100%) | 26 (74%) |
| | Emerging | 1 (9%) | | 5 (14%) |

| | | | | |
|---|----------------|---------|----------|----------|
| assessment system and major Alabama educational improvement initiatives. (Alabama Specific Expectations – Standard 7(h)). | Ineffective | | | |
| Score: 88% 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 (9%) | | 1 (3%) |
| | Effective | 9 (82%) | 3 (100%) | 32 (91%) |
| | Emerging | 1 (9%) | | 2 (6%) |
| | Ineffective | | | |
| Score: 94% of completers were rated Teacher Leader of Effective | | | | |

| 2021-2022 data on UWA Advanced Program Employer Satisfaction Advanced Programs | | | | |
|--|----------------|---------|--------------------|------------------|
| Survey Item | Elementary EDS | | Collab. K-6 MED | Collab. 6-12 MED |
| | Surveys N=6 | | Surveys N=11 | Surveys N=10 |
| 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 (9%) | 4 (40%) |
| | Effective | 5 (80%) | 10 (91%) | 6 (60%) |
| | Emerging | | | |
| | Ineffective | | | |
| Score: 100% of completers were rated Teacher Leader of Effective | | | | |
| The teacher understands the central concepts, tools of inquiry and structures | Teacher Leader | 2 (40%) | 3 (27%) | 3 (30%) |
| | Effective | 4 (60%) | 7 (64%) | 7 (70%) |

| | | | | |
|--|----------------|---------|---------|---------|
| of the discipline(s) he or she teachers. (Content Knowledge – Knowledge – Content Knowledge 4.1) | Emerging | | 1 (9%) | |
| | Ineffective | | | |
| Score: 96% 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 (17%) | 3 (27%) | 2 (20%) |
| | Effective | 5 (83%) | 5 (45%) | 7 (70%) |
| | Emerging | | 3 (27%) | 1 (10%) |
| | 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 | 2 (33%) | 2 (18%) | |
| | Effective | 4 (67%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | 2 (20%) |
| | Ineffective | | | |
| Score: 88% 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 | 1 (17%) | 4 (36%) | 3 (30%) |
| | Effective | 5 (83%) | 6 (55%) | 7 (70%) |
| | Emerging | | 1 (9%) | |
| | Ineffective | | | |
| Score: 96% 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 (17%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | |
| | Ineffective | | | |
| Score: 96% 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. | Teacher Leader | 1 (17%) | 3 (27%) | 2 (20%) |
| | Effective | 5 (83%) | 5 (45%) | 7 (70%) |
| | Emerging | | 3 (27%) | 1 (10%) |
| | Ineffective | | | |

| | | | | |
|--|----------------|---------|---------|---------|
| (Instructional Practice – Instructional Strategies 8.1) | | | | |
| 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%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 7 (70%) |
| | Emerging | | 1 (9%) | 1 (10%) |
| | Ineffective | | | |
| Score: 93% 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 | 2 (33%) | 2 (18%) | |
| | Effective | 4 (67%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | 2 (20%) |
| | Ineffective | | | |
| Score: 89% 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 | 1 (17%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 7 (70%) |
| | Emerging | | 1 (9%) | 1 (10%) |
| | Ineffective | | | |
| Score: 93% 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 (17%) | 2 (40%) | 3 (27%) |
| | Effective | 5 (83%) | 4 (60%) | 7 (64%) |
| | Emerging | | | 1 (9%) |
| | Ineffective | | | |
| Score: 96% 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 (17%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 7 (70%) |
| | Emerging | | 1 (9%) | 1 (10%) |
| | Ineffective | | | |
| Score: 93% 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 (17%) | 3 (27%) | 2 (20%) |
| | Effective | 5 (83%) | 5 (45%) | 7 (70%) |
| | Emerging | | 3 (27%) | 1 (10%) |
| | 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 (17%) | 3 (27%) | 2 (20%) |
| | Effective | 5 (83%) | 5 (45%) | 7 (70%) |
| | Emerging | | 3 (27%) | 1 (10%) |
| | 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 | 2 (33%) | 2 (18%) | |
| | Effective | 4 (67%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | 2 (20%) |
| | Ineffective | | | |
| Score: 89% 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 – Leadership and Collaboration 10.1) | Teacher Leader | 1 (17%) | 2 (40%) | 3 (27%) |
| | Effective | 5 (83%) | 4 (60%) | 7 (64%) |
| | Emerging | | | 1 (9%) |
| | Ineffective | | | |
| Score: 96% 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 (17%) | 2 (40%) | 3 (27%) |
| | Effective | 5 (83%) | 4 (60%) | 7 (64%) |
| | Emerging | | | 1 (9%) |
| | Ineffective | | | |

| | | | | |
|---|----------------|---------|---------|---------|
| Score: 96% 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 (17%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 7 (70%) |
| | Emerging | | 1 (9%) | 1 (10%) |
| | Ineffective | | | |
| Score: 93% 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 (17%) | 3 (27%) | 2 (20%) |
| | Effective | 5 (83%) | 5 (45%) | 7 (70%) |
| | Emerging | | 3 (27%) | 1 (10%) |
| | Ineffective | | | |
| Score: 85% 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 | 2 (33%) | 2 (18%) | |
| | Effective | 4 (67%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | 2 (20%) |
| | Ineffective | | | |
| Score: 88% 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 (33%) | 2 (18%) | |
| | Effective | 4 (67%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | 2 (20%) |
| | Ineffective | | | |
| Score: 88% 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, | Teacher Leader | 1 (17%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 7 (70%) |
| | Emerging | | 1 (9%) | 1 (10%) |
| | Ineffective | | | |

| | | | | |
|---|----------------|---------|---------|---------|
| 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 | 1 (17%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 7 (70%) |
| | Emerging | | 1 (9%) | 1 (10%) |
| | Ineffective | | | |
| Score: 92% 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 | 1 (17%) | 2 (18%) | 2 (20%) |
| | Effective | 5 (83%) | 8 (73%) | 7 (70%) |
| | Emerging | | 1 (9%) | 1 (10%) |
| | 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 | 2 (33%) | 2 (18%) | |
| | Effective | 4 (67%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | 2 (20%) |
| | Ineffective | | | |
| Score: 88% 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 | 2 (33%) | 2 (18%) | |
| | Effective | 4 (67%) | 8 (73%) | 8 (80%) |
| | Emerging | | 1 (9%) | 2 (20%) |
| | Ineffective | | | |
| Score: 88% of completers were rated Teacher Leader of Effective | | | | |

**2021-2022 data on
UWA Advanced Program Employer Satisfaction
Advanced Programs**

| Survey Item | Collab. K-6 EDS | | Collab. 6-12 EDS | Teacher Leadership |
|--|-----------------|---------|------------------|--------------------|
| | Surveys N=5 | | Surveys N=5 | Surveys N=7 |
| 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%) | | 2 (29%) |
| | Effective | 4 (80%) | 5 (100%) | 5 (71%) |
| | Emerging | | | |
| | Ineffective | | | |
| Score: 100% 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 teaches. (Content Knowledge – Knowledge – Content Knowledge 4.1) | Teacher Leader | 1 (20%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |
| Score: 94% 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%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |
| Score: 94% of completers were rated Teacher Leader of Effective | | | | |
| The teacher implements assessments in an ethical manner and minimizes biases to | Teacher Leader | 1 (20%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |

| | | | | |
|---|----------------|---------|----------|---------|
| enable the learners to display the full extent of their learning. (Instructional Practice – Assessment 6.3) | | | | |
| Score: 94% 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 (40%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | | | |
| | Ineffective | | | |
| Score: 100% 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%) | | 3 (43%) |
| | Effective | 4 (80%) | 5 (100%) | 4 (57%) |
| | Emerging | | | |
| | Ineffective | | | |
| Score: 100% 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 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% of completers were rated Teacher Leader of Effective | | | | |
| The teacher engages in continuous professional learning to more effectively meet the needs of | Teacher Leader | 1 (20%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |

| | | | | |
|--|----------------|---------|----------|---------|
| each learner. (Professional Responsibility – Professional Learning and Ethical Practice 9.1) | | | | |
| Score: 94% 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%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |
| Score: 94% 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 | 1 (20%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |
| Score: 94% 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%) | | 2 (29%) |
| | Effective | 3 (60%) | 4 (80%) | 5 (71%) |
| | Emerging | 1 (20%) | 1 (20%) | |
| | Ineffective | | | |
| Score: 88% of completers were rated Teacher Leader of Effective | | | | |
| The teacher manages the learning environment to engage learners actively. (The Learner and Learning | Teacher Leader | 1 (20%) | | 2 (29%) |
| | Effective | 3 (60%) | 4 (80%) | 5 (71%) |
| | Emerging | 1 (20%) | 1 (20%) | |
| | Ineffective | | | |

| | | | | |
|---|----------------|---------|----------|---------|
| - Learning Environments 3.2) | | | | |
| Score: 88% 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%) | | 2 (29%) |
| | Effective | 4 (80%) | 5 (100%) | 5 (71%) |
| | Emerging | | | |
| | Ineffective | | | |
| Score: 100% 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 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% 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 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% 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 – Leadership and Collaboration 10.1) | Teacher Leader | 1 (20%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | 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 | 1 (20%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | 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%) | 1 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% 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 | 2 (40%) | 4 (20%) | 2 (33%) |
| | Effective | 3 (60%) | 13 (65%) | 4 (67%) |
| | Emerging | | 3 (15%) | |
| | Ineffective | | | |
| 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%) | 1 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% of completers were rated Teacher Leader of Effective | | | | |
| The teacher plans instruction by collaborating with | Teacher Leader | 1 (20%) | 1 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |

| | | | | |
|--|----------------|---------|---------|---------|
| colleagues, specialists, community resources, families and learners meet to individual learning needs. (Instructional Practice – Planning for Instruction 7.3) | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% 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%) | 3 (15%) | 1 (17%) |
| | Effective | 3 (60%) | 9 (45%) | 4 (67%) |
| | Emerging | 1 (20%) | 8 (40%) | 1 (17%) |
| | Ineffective | | | |
| The teacher possesses knowledge of Alabama’s state assessment system. (Alabama Specific Expectations – Standard 6(q)). | Teacher Leader | 1 (20%) | 1 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% 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 | 1 (20%) | 1 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% 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 (20%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |
| Score: 94% 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%) | | 3 (43%) |
| | Effective | 3 (60%) | 5 (100%) | 4 (57%) |
| | Emerging | 1 (20%) | | |
| | Ineffective | | | |
| Score: 94% 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%) | 1 (20%) | 3 (43%) |
| | Effective | 3 (60%) | 4 (80%) | 3 (43%) |
| | Emerging | 1 (20%) | | 1 (14%) |
| | Ineffective | | | |
| Score: 88% of completers were rated Teacher Leader of Effective | | | | |

R3.3 Candidate Competency at Program Completion

Measure 3a: R3.3 edTPA Data (Class B & Alt. A)

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:

| Early Childhood - Class B- edTPA Scores - Fall 2021-Spring 2022 (CS=Completer Score/PS=Passing Score) | | | | | | | | | | | | | | | | | | |
|--|--|------|------|------|------|--|------|------|------|-------|---|-------|-------|-------|-------|--------|------|----------------------------|
| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
| | Task 1 | | | | | Task 2 | | | | | Task 3 | | | | | CS | PS | |
| 2021-2022 | 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 | | | | | | | | | | | | | | | | | | |
| N=4 attempts N=3 test takers | 2.8 | 2.5 | 2.0 | 2.8 | 2.8 | 3.0 | 3.0 | 3.0 | 2.0 | 2.7 | 2.3 | 2.7 | 2.0 | 2.7 | 3.0 | 40.3 | 37 | 75% |
| Early Childhood - Class Alt. A- edTPA Scores - Fall 2021-Spring 2022 (CS=Completer Score/PS=Passing Score) | | | | | | | | | | | | | | | | | | |
| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
| | Task 1 | | | | | Task 2 | | | | | Task 3 | | | | | CS | PS | |
| 2021-2022 | 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 | | | | | | | | | | | | | | | | | | |
| N=11 attempts N=10 test takers | 3.1 | 3.0 | 2.9 | 3.0 | 2.7 | 3.0 | 3.0 | 2.8 | 2.0 | 2.7 | 2.8 | 3.2 | 2.6 | 2.8 | 3.0 | 42.7 | 37.0 | 91% |

| Secondary Mathematics - Class B- edTPA Scores - Fall 2021-Spring 2022 | | | | | | | | | | | | | | | | | | |
|---|--|------|------|------|------|--|------|------|------|-------|---|-------|-------|-------|-------|--------|----|----------------------------|
| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
| | Task 1 | | | | | Task 2 | | | | | Task 3 | | | | | CS | PS | |
| 2021-2022 | 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 | | | | | | | | | | | | | | | | | | |
| N=11 attempts N=4 test takers | 2.4 | 2.1 | 2.1 | 2.0 | 2.1 | 3.0 | 2.0 | 2.0 | 2.7 | 2.0 | 1.7 | 3.5 | 1.6 | 2.0 | 2.1 | 33.3 | 37 | 25% |
| Secondary Mathematics - Alt. A- edTPA Scores - Fall 2021-Spring 2022 | | | | | | | | | | | | | | | | | | |
| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
| | Task 1 | | | | | Task 2 | | | | | Task 3 | | | | | CS | PS | |
| 2021-2022 | 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 | | | | | | | | | | | | | | | | | | |
| N=15 attempts N=13 test takers | 3.0 | 2.7 | 2.5 | 2.7 | 2.7 | 3.0 | 2.5 | 2.7 | 2.9 | 2.5 | 2.7 | 3.9 | 2.5 | 2.4 | 2.5 | 41.2 | 37 | 87% |

Secondary English Language Arts - Class B- edTPA Scores - Fall 2021-Spring 2022

| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
|-----------|--|------|------|------|------|--|------|------|------|-------|---|-------|-------|-------|-------|--------|----|----------------------------|
| | 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 | CS | PS | A |
| 2021-2022 | | | | | | | | | | | | | | | | | | |
| Standards | | | | | | | | | | | | | | | | | | |
| 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 | 37 | N/A |

Secondary English Language Arts - Alt. A- edTPA Scores - Fall 2021-Spring 2022

| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
|-----------------------------------|--|------|------|------|------|--|------|------|------|-------|---|-------|-------|-------|-------|--------|----|----------------------------|
| | 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 | CS | PS | A |
| 2021-2022 | | | | | | | | | | | | | | | | | | |
| Standards | | | | | | | | | | | | | | | | | | |
| N=22 attempts N=19 test takers | 3.0 | 3.0 | 3.2 | 3.2 | 2.8 | 3.1 | 2.9 | 2.7 | 3.0 | 2.7 | 2.7 | 3.2 | 2.5 | 2.6 | 2.9 | 43.6 | 37 | 86% |

History - Class B- edTPA Scores - Fall 2021-Spring 2022

| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
|-----------|--|------|------|------|------|--|------|------|------|-------|---|-------|-------|-------|-------|--------|----|----------------------------|
| | 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 | CS | PS | A |
| 2021-2022 | | | | | | | | | | | | | | | | | | |
| Standards | | | | | | | | | | | | | | | | | | |
| N=2 | 3.0 | 2.5 | 2.5 | 2.5 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.5 | 3.0 | 3.0 | 2.5 | 2.5 | 2.5 | 41.5 | 37 | 100% |

History - Alt. A- edTPA Scores - Fall 2021-Spring 2022

| N | Task 1 \bar{A} Planning for Literacy Instruction and Assessment | | | | | Task 2 \bar{A} Instructing and Engaging Students in Literacy Learning | | | | | Task 3 \bar{A} Assessing Students' Literacy Learning | | | | | Scores | | % of 1st Attempt Pass Rate |
|-----------|--|------|------|------|------|--|------|------|------|-------|---|-------|-------|-------|-------|--------|----|----------------------------|
| | 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 | CS | PS | A |
| 2021-2022 | | | | | | | | | | | | | | | | | | |
| Standards | | | | | | | | | | | | | | | | | | |
| N=14 | 3.0 | 2.8 | 3.0 | 3.1 | 3.0 | 3.1 | 2.9 | 2.8 | 2.9 | 2.8 | 3.2 | 3.4 | 3.0 | 2.8 | 3.1 | 41.5 | 37 | 100% |

Measure 3b: R3.3 Praxis Content Data (Class B & Alt. A)

| English Language Arts 5038 Class B /Required Passing Score = 167 | | | | | | | | | | | | | | | | | | | |
|--|-----------------------|-----------------------------------|----------------------|---|--|--|--|-------------------------------------|----------------------|---|--|--|--|---|----------------------|---|--|--|--|
| English Language | | Cat I. Reading | | | | | | Cat II. Language Use and Vocabulary | | | | | | Cat III. Writing, Speaking, and Listening | | | | | |
| 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 candidate s scoring within 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 candidate s scoring within 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 candidate s scoring within the Nat. performance range |
| 18-19 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 |
| 19-20 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 |
| 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% |
| 3 Year Mean | 170 | | | | | | 100% | | | | | | 75% | | | | | | 75% |
| 21-22 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 |

| English Language Arts 5038 Alt. A /Required Passing Score = 167 | | | | | | | | | | | | | | | | | | | |
|---|-----------------------|-----------------------------------|----------------------|---|--|--|--|-------------------------------------|----------------------|---|--|--|--|---|----------------------|---|--|--|--|
| English Language | | Cat I. Reading | | | | | | Cat II. Language Use and Vocabulary | | | | | | Cat III. Writing, Speaking, and Listening | | | | | |
| 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 candidate s scoring within 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 candidate s scoring within 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 candidate s scoring within the Nat. performance range |
| 18-19 N=7 | 172 | 31 | 41 | 28-35 | 31.5 | -0.5 | 88% | 21 | 28 | 19-24 | 21.5 | -0.5 | 88% | 29 | 41 | 27-33 | 30 | -1 | 71% |
| 19-20 N=9 | 171 | 31.6 | 40.6 | 27-34 | 30.5 | 1.1 | 78% | 20.6 | 28 | 20-24 | 22 | -1.4 | 78% | 26.3 | 40 | 27-33 | 30 | -3.7 | 78% |
| 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% |
| 3 Year Mean | 172.37 | | | | | | 81% | | | | | | 85% | | | | | | 83% |
| 21-22 N=16 | 177.8 | 30.9 | 41 | 28-35 | 31.5 | -0.6 | 88% | 20.9 | 28 | 19-24 | 21.5 | 0.6 | 88% | 31.5 | 41 | 27-33 | 30 | 1.5 | 100% |

| History 5941 Alt. A /Required Passing Score = 148 | | | | | | | | | | | | | | | | | | | | | |
|---|-----------------------|---|----------------------|---|----------------------------------|--|---|--|---|---|----------------------------------|--|---|--|----------------------|---|----------------------------------|--|---|--|--|
| History 5941 Alt. | | Cat I. Science, Technology, and Social Perspectives | | | | | | Cat II. World History: 1450CE-to Present | | | | | | Cat III. United States History to 1877 | | | | | | | |
| Academic Year 21-22 | Total N Average Score | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWATotal Raw points above or below the Nat. median performance range average score CAT 1 | % of candidates scoring within the Nat. performance range | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWATotal Raw points above or below the Nat. median performance range average score CAT 2 | % of candidates scoring within the Nat. performance range | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWATotal Raw points above or below the Nat. median performance range average score CAT 3 | % of candidates scoring within the Nat. performance range | | |
| 18-19 N=4 | 155.3 | 16 | 28 | 15-20 | 17.5 | -1.5 | 75% | 16.5 | 27 | 14-19. | 16.5 | 0 | 100% | 18 | 29 | 16-23 | 19.5 | -1.5 | 75% | | |
| 19-20 N=3 | 168.3 | 22.3 | 29 | 15.6-20.6 | 18.1 | 4.2 | 100% | 19.3 | 26 | 13.3-16.5 | 14.9 | 4.4 | 100% | 19 | 27.6 | 14-20 | 17 | 2 | 100% | | |
| 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% | | |
| 3 Year Mean | 162.5 | | | | | | 92% | | | | | | 100% | | | | | | 92% | | |
| | | Cat I. I. World History 1450 C.E. | | | | | | | Cat II. World History: 1450 CE-to Present | | | | | | | Cat III. United States History to 1877 | | | | | |
| 21-22 N=4 | 167 | 20.3 | 26.6 | 14.6-20 | 17.3 | 3 | 100% | 16.6 | 27.6 | 13.6-19.5 | 16.5 | 0.1 | 100% | 17.3 | 27.6 | 12.6-18.6 | 15.6 | 1.7 | 100% | | |

| History 5941 Alt. A /Required Passing Score = 148 | | | | | | | | | | | | | | |
|---|----------------------|--|----------------------------------|--|---|-----------------------------------|----------------------|---|-----------------------------------|--|---|--|--|--|
| 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 average score | UWATotal Raw points above or below the Nat. median performance range average score CAT 4 | % of candidates scoring within the Nat. performance range | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWATotal Raw points above or below the Nat. median performance range average score CAT 5 | % of candidates scoring within the Nat. performance range | | | |
| 19 | 28 | 16-21 | 18.5 | -0.5 | 100% | 18 | 28 | 14-20 | 17 | -1 | 100% | | | |
| 20 | 28.3 | 16-21.6 | 18.8 | 1.2 | 66% | 21.3 | 30.3 | 16.3-23 | 19.6 | 1.7 | 66% | | | |
| 24 | 28 | 16-21 | 18.5 | 18.5 | 100% | 20.5 | 28 | 14-20 | 17 | 3.5 | 100% | | | |
| | | | | | 89% | | | | | | 89% | | | |
| | | Cat IV. United States History: 1877 to present | | | | | | | Cat V. Historical Thinking Skills | | | | | |
| 22 | 28.6 | 16-21.5 | 18.7 | 3.3 | 100% | 19.6 | 29 | 16-22.6 | 19.3 | 0.3 | 100% | | | |

| General Science 5435 Alt.A/Required Passing Score= 152 | | | | | | | | | | | | | | | | | | | |
|--|-----------------------|--|----------------------|---|--|--|--|-----------------------------------|----------------------|---|--|--|--|-----------------------------------|----------------------|---|--|--|--|
| General Science | | Cat I. Scientific Methodology, Techniques, and | | | | | | Cat II. Physical Science | | | | | | Cat III. Life 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 candidate s scoring within 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 candidate s scoring within 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 candidate s scoring within the Nat. performance range |
| 18-19 N=6 | 152 | 6 | 12 | 6-8. | 7 | -1 | 83% | 24 | 41 | 16-27 | 21.5 | 2.5 | 100% | 18 | 22 | 11-17. | 14 | 4 | 100% |
| 19-20 N=4 | 161.5 | 9.5 | 12 | 6.5-10. | 8.25 | 1.25 | 100% | 23 | 41 | 18-30.5 | 24.2 | -1.2 | 100% | 17 | 22 | 12.5-18. | 15.2 | 1.8 | 100% |
| 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% |
| 3 Year Mean | 160.3 | | | | | | 94% | | | | | | 100% | | | | | | 100% |
| 21-22 N=7 | 159.2 | 7.4 | 12 | 5.6-9 | 7.5 | -0.1 | 100% | 25.3 | 42 | 20.6-30.8 | 25.1 | 0.2 | 100% | 14.5 | 22 | 12.6-18.2 | 15.4 | -0.9 | 100% |

| General Science 5435 Alt.A/Required Passing Score= 152 | | | | | | | | | | | | |
|--|----------------------|---|--|--|--|---|----------------------|---|--|--|---|--|
| 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 candidate s scoring within 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 within the Nat. performance range | |
| 10 | 22 | 9-15. | 12 | -2 | 83% | 7 | 12 | 5-8. | 6.5 | 0.5 | 100% | |
| 12.5 | 22 | 9-15.5 | 12.2 | 0.3 | 100% | 8 | 12 | 5.5-9.5 | 7.5 | 0.5 | 100% | |
| 15.5 | 22 | 10.5-16 | 13.2 | 2.3 | 100% | 9.5 | 12 | 6.5-10 | 8.2 | 1.3 | 100% | |
| | | | | | 94% | | | | | | 100% | |
| 12.8 | 22 | 10.4-16 | 13.2 | -0.4 | 86% | 7.5 | 12 | 6.2-9.4 | 7.8 | -0.3 | 86% | |

| Class B Mathematics 5161 | | | | | | | | | | | | | |
|--|---------------|---|----------------------|---|--|---|---|---|----------------------|---|--|---|---|
| Secondary Mathematics/Required Passing Score = 8/31/18=145 8/31/19=150 9/1/20=160 | | CAT I Number and Quantity, Algebra, functions; and Calculus | | | | | | CAT II Geometry, Probability and Statistics, and Discrete Mathematics | | | | | |
| | | CIEP Standard Indicators: 1.1, 1.2, 1.3, 2.1, 2.2, 2.3 | | | | | | CIEP Standard Indicators: 1.4, 1.5, 2.3 | | | | | |
| 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 CAT 1 | % of candidates scoring within 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 within the Nat. performance range |
| 18-19 N=6 | 153.5 | 21.8 | 34 | 16-23. | 19.5 | 2.3 | 100% | 9.8 | 16 | 7.5-11.5 | 9 | 0.8 | 100% |
| 19-20 N=2 | 154.5 | 20.5 | 34 | 14-22. | 18 | 2.5 | 100% | 9 | 16 | 7-11. | 9 | 0 | 100% |
| 20-21 N=1 | 168 | 26 | 34 | 14-22. | 18 | 8 | 100% | 10 | 16 | 7-11. | 9 | 1 | 100% |
| 3 Year Mean | 158.6667 | | | | | | 100% | | | | | | 100% |
| 21-22 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 |

| Alt. A. Mathematics 5161 | | | | | | | | | | | | | |
|--|---------------|---|----------------------|---|--|---|---|---|----------------------|---|--|---|---|
| Secondary Mathematics/Required Passing Score = 8/31/18=145 8/31/19=150 9/1/20=160 | | CAT I Number and Quantity, Algebra, functions; and Calculus | | | | | | CAT II Geometry, Probability and Statistics, and Discrete Mathematics | | | | | |
| | | CIEP Standard Indicators: 1.1, 1.2, 1.3, 2.1, 2.2, 2.3 | | | | | | CIEP Standard Indicators: 1.4, 1.5, 2.3 | | | | | |
| 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 CAT 1 | % of candidates scoring within 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 within the Nat. performance range |
| 18-19 N=9 | 151.8 | 20 | 34 | 16-23. | 19.5 | 0.5 | 88% | 8.4 | 16 | 7.5-11.5 | 9 | -0.6 | 88% |
| 19-20 N=9 | 152.9 | 19.4 | 34 | 15.5-23.5 | 19.5 | -0.1 | 100% | 10 | 16 | 7.3-11.2 | 9.25 | 0.75 | 88% |
| 20-21 N=11 | 154.1 | 22 | 34 | 14-22. | 18 | 4 | 100% | 9 | 16 | 7-11. | 9 | 0 | 100% |
| 3 Year Mean | 152.9 | | | | | | 96% | | | | | | 92% |
| 21-22 N=14 | 157.8 | 20.9 | 34 | 14-22. | 18 | 2.9 | 100% | 10.1 | 16 | 7-11. | 9 | 1.1 | 93% |

| General Social Science 5081 Alt. A /Required Passing Score = 155 | | | | | | | | | | | | | | | | | | | |
|--|--------------------------|--|-------------------------|--|--|---|--|---|-------------------------|--|--|---|--|---|-------------------------|--|--|---|--|
| General Social Science 5081 Alt. A /Required Passing Score = 155 | | Cat I. United States History CIEP 1.1, 1.2, 1.3 | | | | | | Cat II. World History CIEP 1.1, 1.2, 1.3 | | | | | | Cat III. Govt., Civics, Political Science CIEP 1.1, 1.2, 1.3 | | | | | |
| 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 | UWA Total Raw points above or below the Nat. median performance range average score CAT 1 | % of candidate s 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 candidate s 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 candidate s scoring withing the Nat. performance range |
| 18-19 N=4 | 157.2 | 11.3 | 22.3 | 12-17. | 15 | -3.7 | 50% | 10.6 | 22.6 | 12-17. | 14.5 | -3.9 | 75% | 15 | 23.3 | 13-18.5 | 15.7 | -0.7 | 100% |
| 19-20 N=7 | 172.6 | 17.5 | 22 | 12-17. | 15 | 2.5 | 100% | 15 | 22 | 12-17. | 14.5 | 0.5 | 86% | 18 | 23 | 13-18. | 15.5 | 2.5 | 100% |
| 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% |
| 3 Year Mean | 164.7 | | | | | | 83% | | | | | | 76% | | | | | | 89% |
| 20-21 N=7 | 169.9 | 16.9 | 22 | 12-17. | 15 | 1.9 | 100% | 16.8 | 22 | 12-17. | 14.5 | 2.3 | 86% | 15.7 | 23 | 13-18. | 15.5 | 0.2 | 100% |

| General Social Science 5081 Alt. A /Required Passing Score = 155 | | | | | | | | | | | | | | | | | | | |
|--|--|---|--|--|---|--|--|--|--|--|---|--|--|---|--|--|---|--|--|
| | | Cat IV. Geography CIEP 1.1, 1.2, 1.3 | | | | | | Cat V. Economics CIEP 1.1, 1.2, 1.3 | | | | | | Cat VI. Behavioral Sciences CIEP 1.1, 1.2, 1.3 | | | | | |
| % of candidate s 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 4 | % of candidate s 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 5 | % of candidate s 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 5 | % of candidate s scoring withing the Nat. performance range | |
| 100% | 8.6 | 16.6 | 9-12. | 10.5 | -1.9 | 75% | 11.3 | 16.3 | 8-12. | 10 | 1.3 | 100% | 9 | 11.6 | 6-9. | 7.5 | 1.5 | 100% | |
| 100% | 10 | 16 | 9-12. | 10.5 | -0.5 | 86% | 9.5 | 16 | 8-12. | 10 | -0.5 | 86% | 8 | 11 | 6-9. | 7.5 | 0.5 | 100% | |
| 66% | 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% | |
| 89% | | | | | | 87% | | | | | | 84% | | | | | | 100% | |
| 100% | 11.1 | 16 | 9-12. | 10.5 | 0.6 | 86% | 8.8 | 16 | 8-12. | 10 | -1.2 | 71% | 6.45 | 11 | 6-9. | 7.5 | 1.05 | 86% | |

| Biology 5235 Alt. A. /Required Passing Score = 150 | | | | | | | | | | | | | | | | | | | |
|--|-----------------------|--|----------------------|---|--|--|---|--|----------------------|---|--|--|---|-----------------------------------|----------------------|---|--|--|---|
| 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 | 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 within 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 within 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 within the Nat. performance range |
| 18-19 N=4 | 156 | 8.5 | 17 | 9.5-12.5 | 11 | -2.5 | 66% | 14.5 | 23.5 | 10-16.5 | 13.2 | 1.3 | 100% | 15 | 24 | 10-15. | 12.5 | 2.5 | 100% |
| 19-20 N=3 | 148.3 | 10 | 16.3 | 8-12. | 10 | 0 | 100% | 10 | 24 | 8.5-14 | 11.2 | -1.2 | 100% | 10.3 | 24 | 10-16. | 13 | -2.7 | 66% |
| 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% |
| 3 Year Mean | 153.6 | | | | | | 89% | | | | | | 100% | | | | | | 89% |
| 21-22 N=4 | 156.5 | 12.8 | 17 | 9-13. | 11 | 1.8 | 100% | 11.1 | 24 | 8-15. | 11.5 | -0.4 | 75% | 13 | 24 | 9-15. | 12 | 1 | 75% |

| Biology 5235 Alt. A. /Required Passing Score = 150 | | | | | | | | | | | | | | | | | | | |
|--|----------------------|---|--|--|---|--|----------------------|---|--|--|---|--|----------------------|---|--|--|---|--|--|
| 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 within 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 within 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 within the Nat. performance range | | |
| 15 | 23.5 | 11-17. | 14 | 1 | 100% | 15.5 | 19 | 10-14.5 | 12.2 | 3.3 | 100% | 8 | 12 | 7-10. | 8.5 | -0.5 | 83% | | |
| 11.3 | 23.5 | 10-16. | 13 | -1.7 | 100% | 8 | 19 | 8-13.5 | 10.7 | -2.7 | 66% | 7 | 12 | 7-10. | 8.5 | -1.5 | 100% | | |
| 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% | | |
| | | | | | 100% | | | | | | 89% | | | | | | 94% | | |
| 12.8 | 24 | 11-17. | 14 | -1.2 | 100% | 12.6 | 19 | 11-16. | 13.5 | -1.1 | 100% | 8.8 | 12 | 7-10. | 8.5 | 0.3 | 100% | | |

| Physical Education 5091 Alt. A /Required Passing Score = 149 | | | | | | | | | | | | | |
|--|-----------------------|---|----------------------|---|--|--|---|---|----------------------|---|--|--|---|
| Physical Education | | Cat I. Content Knowledge and Student Growth and | | | | | | Cat II. Management, Motivation, and Communication | | | | | |
| 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 within 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 within the Nat. performance range |
| 18-19 N=4 | 154.7 | 20 | 30 | 18-22 | 20 | 0 | 100% | 19 | 25 | 19-22 | 20.5 | -1.5 | 66% |
| 19-20 N=5 | 154.8 | 22 | 30 | 18-22 | 20 | 2 | 100% | 19 | 25 | 19-22 | 20.5 | -1.5 | 80% |
| 20-21 N=8 | 156 | 20 | 30 | 18-22 | 20 | 0 | 100% | 18 | 25 | 19-22 | 20.5 | -2.5 | 88% |
| 3 Year Mean | 155.1 | | | | | | 100% | | | | | | 78% |
| 21-22 N=10 | 155.2 | 20 | 30 | 18-22 | 20 | 0 | 100% | 20 | 25 | 19-22 | 20.5 | -0.5 | 90% |

| Physical Education 5091 Alt. A /Required Passing Score = 149 | | | | | | | | | | | | | |
|--|----------------------|---|--|--|---|-----------------------------------|---|---|--|--|---|--|--|
| 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 within 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 within the Nat. performance range | | |
| 18 | 25 | 17-20 | 18.5 | -0.5 | 100% | 16 | 20 | 13-16 | 14.5 | 1.5 | 100% | | |
| 17 | 25 | 17-20 | 18.5 | -1.5 | 80% | 14 | 20 | 13-16 | 14.5 | -0.5 | 80% | | |
| 19 | 25 | 17-20 | 18.5 | 0.5 | 88% | 17 | 20 | 13-16 | 14.5 | 2.5 | 88% | | |
| | | | | | 89% | | | | | | 89% | | |
| 18.5 | 25 | 17-20 | 18.5 | 0 | 60% | 14 | 20 | 13-16 | 14.5 | -0.5 | 90% | | |

Alternative Master's Elementary Education

| Elementary Education Multiple Subject Mathematics 5903 | | | | | | | | | | | | | | | | | | | |
|--|---------------|-----------------------------------|----------------------|---|--|---|--|-----------------------------------|----------------------|---|--|---|--|--|----------------------|---|--|---|--|
| Elementary Education/Required Passing Score =157 | | CAT I Number and Operations | | | | | | CAT II Algebraic 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 2 | % of candidate's scoring within 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 candidate's scoring within 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 candidate's scoring within the Nat. performance range |
| 18-19 N=16 | 171.4 | 12.2 | 16 | 10.5-13.5 | 12 | 0.2 | 87% | 9.2 | 12 | 6.3-9.6 | 7.9 | 1.3 | 100% | 7.4 | 12 | 6-9. | 7.5 | -0.1 | 100% |
| 19-20 N=22 | 165.8 | 12.7 | 16 | 10-14. | 12 | 0.7 | 89% | 7.6 | 12 | 6.3-9 | 7.6 | 0 | 84% | 7.9 | 12.4 | 6.5-10 | 8.2 | -0.3 | 94% |
| 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% |
| 3 Year Mean | 172.8 | | | | | | 90% | | | | | | 95% | | | | | | 98% |
| 21-22 N=31 | 174.8 | 13.5 | 16 | 11-14. | 12.5 | 1 | 100% | 8.8 | 12 | 6-9. | 7.5 | 1.3 | 97% | 7.8 | 12 | 5-8. | 6.5 | 1.3 | 100% |

| Elementary Education Multiple Subjects Social Studies 5904 | | | | | | | | | | | | | | | | | | | |
|--|---------------|---|----------------------|---|--|---|--|--|----------------------|---|--|---|--|-------------------------------------|----------------------|---|--|---|--|
| Elementary Education/Required Passing Score =154 | | CAT I US History Government 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 candidate's scoring within 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 candidate's scoring within 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 candidate's scoring within the Nat. performance range |
| 18-19 N=16 | 158.4 | 16.5 | 25 | 13-17. | 15 | 1.5 | 100% | 10.5 | 15.4 | 8-11.5 | 9.75 | 0.75 | 100% | 8.8 | 14.5 | 7.7-10.7 | 9.2 | -0.4 | 75.00% |
| 19-20 N=22 | 165.8 | 17.1 | 25 | 13-17.5 | 15.2 | 1.9 | 95% | 10.9 | 16 | 8-11.5 | 9.75 | 1.1 | 83% | 8.8 | 14 | 6-9. | 7.5 | 1.3 | 83.00% |
| 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% |
| 3 Year Mean | 166.4 | | | | | | 98% | | | | | | 93% | | | | | | 86.00% |
| 21-22 N=31 | 172.6 | 19.1 | 25 | 13-18. | 15.5 | 3.6 | 100% | 11.9 | 16 | 8-11. | 9.5 | 2.4 | 100% | 9.65 | 14 | 6-9. | 7.5 | 2.1 | 97% |

| Multiple Subjects Science 5905 | | | | | | | | | | | | | | | | | | | |
|--|---------------|-----------------------------------|----------------------|---|--|---|--|-----------------------------------|----------------------|---|--|---|--|-----------------------------------|----------------------|---|--|---|--|
| Elementary Education/Required Passing Score =158 | | CAT I Earth Science | | | | | | CAT II Life Science | | | | | | CAT III Physical Science | | | | | |
| Multiple Subjects Science 5905 | 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 2 | % of candidate s scoring within 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 candidate s scoring within 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 candidate s scoring within the Nat. performance range |
| 18-19 N=16 | 160.6 | 10.1 | 15.8 | 8-11.3 | 9.6 | 0.5 | 75% | 12 | 17 | 10.6-13.5 | 12 | 0 | 87% | 12 | 17 | 10.5-13.2 | 11.8 | 0.2 | 75.00% |
| 19-20 N=22 | 167.1 | 10.9 | 16 | 8-12. | 10 | 0.9 | 83% | 13 | 16.8 | 10-14. | 12 | 1 | 100% | 11.2 | 16.7 | 9-14. | 11.5 | -0.3 | 83.00% |
| 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% |
| 3 Year Mean | 167.8 | | | | | | 84% | | | | | | 96% | | | | | | 86.00% |
| 21-22 N=31 | 172.7 | 11.4 | 16 | 8-12. | 10 | 1.4 | 97% | 13.4 | 17 | 10-13. | 11.5 | 1.9 | 100% | 11.7 | 17 | 10-13. | 11.5 | 0.2 | 97% |

| Elementary Education Teaching Reading 5205 (G-Alt. A.) | | | | | | | | | | | | | | | | | | | | | |
|--|-----------------------|---|----------------------|---|--|--|--|-----------------------------------|--------------------------|---|--|--|--|---|----------------------|---|--|--|--|--|--|
| 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 | 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 candidate s scoring within 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 1 | % of candidate s scoring within 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 1 | % of candidate s scoring within the Nat. performance range | | |
| 18-19 N=16 | 167.2 | 9.8 | 13.8 | 9-11. | 10 | -0.2 | 81% | 8.1 | 11.2 | 6-9. | 7.5 | 0.6 | 100% | 8.7 | 13.5 | 7-10. | 8.5 | 0.2 | 75% | | |
| 19-20 N=22 | 169.2 | 10.8 | 13.8 | 9-11. | 10 | 0.8 | 91% | 7.8 | 11.4 | 6-9. | 7.5 | 0.3 | 95% | 8.2 | 11.4 | 6.5-9.7 | 8.1 | 0.1 | 82% | | |
| 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% | | |
| 3 Year Mean | 168.8 | | | | | | 88% | | | | | | 92% | | | | | | 86% | | |
| | | I. Phonological and Phonemic Awareness, including Emergent Literacy | | | | | | | II. Phonics and Decoding | | | | | | | III. Vocabulary and Fluency | | | | | |
| 21-22 N=31 | 169.7 | 9.3 | 11 | 7-10. | 8.5 | 0.8 | 97% | 12.6 | 15.6 | 8-12. | 10 | 2.6 | 100% | 13.4 | 17 | 10-13. | 11.5 | 1.9 | 97% | | |

| Elementary Education Teaching Reading 5205 (G-Alt. A.) | | | | | | | | | | | | | | | | |
|--|---|--|---|--|-----------------------------------|----------------------|---|--|---|--|---|----------------------|---|--|---|--|
| Cat IV. Comprehension and Fluency | | | | | Cat V. Vocabulary | | | | | | Cat VI. Instructional Processes | | | | | |
| 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 candidate s scoring with 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 1 | % of candidate s scoring with 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 1 | % of candidate s scoring with the Nat. performance range |
| 25 | 17-22. | 19.5 | -1.8 | 71% | 11.8 | 15.4 | 9-12. | 10.5 | 1.3 | 100% | 13.8 | 18 | 9.5-14.5 | 12 | 1.8 | 100% |
| 26.3 | 16-21. | 18.5 | 0.6 | 82% | 10.8 | 15.2 | 9-12. | 10.5 | 0.3 | 94% | 13 | 18 | 10-14. | 12 | 1 | 100% |
| 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% |
| | | | | 76% | | | | | | 94% | | | | | | 88% |
| Comprehension of Literacy and Informational Text | | | | | V. Writing | | | | | | VI. Assessment and Instructional Decision Making (Constructed Response) | | | | | |
| 20 | 10-14. | 12 | 1.3 | 93% | 10.4 | 13 | 8-11. | 9.5 | 0.9 | 93% | 11.5 | 18 | 10-14. | 12 | -0.5 | 80% |

| Early Childhood (Alt. A) Multiple Subject Mathematics 5903 | | | | | | | | | | | | | | | | | | | |
|--|---------------|-----------------------------------|----------------------|---|--|---|--|-----------------------------------|----------------------|---|--|---|--|--|----------------------|---|--|---|--|
| Early Childhood Education/Required Passing Score =157 | | CAT I Number and Operations | | | | | | CAT II Algebraic Thinking | | | | | | III. Geometry and Measurement, Data, Statistics, and Probability | | | | | |
| Multiple Subjects Mathematics 5003/5903 | 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 candidate s scoring with 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 candidate s scoring with 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 candidate s scoring with the Nat. performance range |
| 18-19 N=16 | 171.4 | 12.2 | 16 | 10.5-13.5 | 12 | 0.2 | 87% | 9.2 | 12 | 6.3-9.6 | 7.9 | 1.3 | 100% | 7.4 | 12 | 6-9. | 7.5 | -0.1 | 100% |
| 19-20 N=22 | 165.8 | 12.7 | 16 | 10-14. | 12 | 0.7 | 89% | 7.6 | 12 | 6.3-9 | 7.6 | 0 | 84% | 7.9 | 12.4 | 6.5-10 | 8.2 | -0.3 | 94% |
| 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% |
| 3 Year Mean | 172.8 | | | | | | 90% | | | | | | 95% | | | | | | 98% |
| 21-22 N=15 | 174.5 | 13.6 | 16 | 11-14. | 12.5 | 1.1 | 93% | 8.4 | 12 | 6-9. | 7.5 | 0.9 | 100% | 7 | 12 | 5-8. | 6.5 | 0.5 | 100% |

| Early Childhood (Alt. A) Multiple Subjects Social Studies 5904 | | | | | | | | | | | | | | | | | | | |
|--|---------------|---|----------------------|---|----------------------------------|---|--|--|----------------------|---|----------------------------------|---|--|-------------------------------------|----------------------|---|----------------------------------|---|--|
| Early Childhood Education/Required Passing Score =154 | | CAT I US History Government and Citizenship | | | | | | CAT II Geography, Anthropology and Sociology | | | | | | CAT III World History and Economics | | | | | |
| Multiple Subjects Social Studies 5004/5904 | Average Score | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWA Total Raw points above or below the Nat. median performance range average score CAT 1 | % of candidate s scoring within the Nat. performance range | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWA Total Raw points above or below the Nat. median performance range average score CAT 2 | % of candidate s scoring within the Nat. performance range | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWA Total Raw points above or below the Nat. median performance range average score CAT 3 | % of candidate s scoring within the Nat. performance range |
| 18-19 N=16 | 158.4 | 16.5 | 25 | 13-17. | 15 | 1.5 | 100% | 10.5 | 15.4 | 8-11.5 | 9.75 | 0.75 | 100% | 8.8 | 14.5 | 7.7-10.7 | 9.2 | -0.4 | 75.00% |
| 19-20 N=22 | 165.8 | 17.1 | 25 | 13-17.5 | 15.2 | 1.9 | 95% | 10.9 | 16 | 8-11.5 | 9.75 | 1.1 | 83% | 8.8 | 14 | 6-9. | 7.5 | 1.3 | 83.00% |
| 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% |
| 3 Year Mean | 166.4 | | | | | | 98% | | | | | | 93% | | | | | | 86.00% |
| 21-22 N=15 | 165.7 | 16.5 | 25 | 13-18. | 15.5 | 1 | 93% | 11 | 16 | 8-11. | 9.5 | 1.5 | 93% | 9.75 | 14 | 6-9. | 7.5 | 0.25 | 100% |

| Early Childhood (Alt. A) Multiple Subjects Science 5905 | | | | | | | | | | | | | | | | | | | |
|---|---------------|-----------------------------------|----------------------|---|----------------------------------|---|--|-----------------------------------|----------------------|---|----------------------------------|---|--|-----------------------------------|----------------------|---|----------------------------------|---|--|
| Early Childhood Education/Required Passing Score =158 | | CAT I Earth Science | | | | | | CAT II Life Science | | | | | | CAT III Physical Science | | | | | |
| Multiple Subjects Science 5005/5905 | Average Score | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWA Total Raw points above or below the Nat. median performance range average score CAT 1 | % of candidate s scoring within the Nat. performance range | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWA Total Raw points above or below the Nat. median performance range average score CAT 2 | % of candidate s scoring within the Nat. performance range | Raw Points Earned Average for UWA | Raw Points Available | Nat. Average Raw Points Performance Range | Median performance average score | UWA Total Raw points above or below the Nat. median performance range average score CAT 3 | % of candidate s scoring within the Nat. performance range |
| 18-19 N=16 | 160.6 | 10.1 | 15.8 | 8-11.3 | 9.6 | 0.5 | 75% | 12 | 17 | 10.6-13.5 | 12 | 0 | 87% | 12 | 17 | 10.5-13.2 | 11.8 | 0.2 | 75.00% |
| 19-20 N=22 | 167.1 | 10.9 | 16 | 8-12. | 10 | 0.9 | 83% | 13 | 16.8 | 10-14. | 12 | 1 | 100% | 11.2 | 16.7 | 9-14. | 11.5 | -0.3 | 83.00% |
| 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% |
| 3 Year Mean | 167.8 | | | | | | 84% | | | | | | 96% | | | | | | 86.00% |
| 21-22=15 | 169.2 | 10.9 | 16 | 8-12. | 10 | 0.9 | 93% | 12.4 | 17 | 10-13. | 11.5 | 0.9 | 100% | 13 | 17 | 10-13. | 11.5 | 1.5 | 100% |

| 5025 Early Childhood Education (Alt. A) | | | | | | | | | | | | | | | | | | | |
|---|-----------------------|-----------------------------------|----------------------|---|--|---|---|-----------------------------------|----------------------|---|--|---|---|-----------------------------------|----------------------|---|--|---|---|
| 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 | 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 within 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 within 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 within the Nat. performance range |
| 18-19 N=16 | 168.2 | 24 | 30 | 18-23. | 20.5 | 3.5 | 100% | 18 | 25 | 14-19. | 16.5 | 1.5 | 100% | 11.4 | 14 | 9-12. | 10.5 | 0.9 | 100% |
| 19-20 N=22 | 165.8 | 22.6 | 30 | 18.5-22 | 20.2 | 2.4 | 80% | 19 | 29.5 | 18.5-25 | 21.7 | -2.7 | 80% | 11.6 | 15 | 10.5-12 | 11.2 | 0.4 | 80% |
| 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% |
| 3 Year Mean | 171.5 | | | | | | 93% | | | | | | 89% | | | | | | 93% |
| 21-22 N=15 | 176.7 | 22.7 | 30 | 18-23 | 20.5 | 2.2 | 93% | 19.1 | 25 | 14-19 | 16.5 | 2.6 | 93% | 11.2 | 14 | 9-12. | 10.5 | 0.7 | 100% |

| 5025 Early Childhood Education (Alt. A) | | | | | | | | | | | |
|---|----------------------|---|--|---|---|--|----------------------|---|--|---|---|
| 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 | UWA Total Raw points above or below the Nat. median performance range average score CAT 4 | % of candidates scoring within 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 5 | % of candidates scoring within the Nat. performance range |
| 11.6 | 14 | 8-12. | 10 | 1.6 | 100% | 12.5 | 17 | 11-14. | 12.5 | 0 | 83% |
| 10 | 13 | 7.5-10 | 8.7 | 1.3 | 100% | 8.6 | 14.5 | 8-12.5 | 10.2 | 4.3 | 80% |
| 12.5 | 14 | 8-12. | 10 | 2.5 | 100% | 14 | 16 | 9-14. | 11.5 | 2.5 | 100% |
| | | | | | 100% | | | | | | 88% |
| 12.4 | 14 | 8-12. | 10 | 2.4 | 100% | 14 | 17 | 11-14. | 12.5 | 1.5 | 93% |

| Early Childhood (Alt. A.) Teaching Reading 5205 (G) | | | | | | | | | | | | | | | | | | | | | | |
|---|-----------------------|---|----------------------|---|--|---|--|-----------------------------------|--------------------------|---|--|---|--|---|----------------------|---|--|---|--|--|--|--|
| Early Childhood 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 | 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 candidate s scoring within 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 candidate s scoring within 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 candidate s scoring within the Nat. performance range | | | |
| 18-19 N=16 | 166 | 9.8 | 13.8 | 9-11. | 10 | -0.2 | 81% | 8.1 | 11.2 | 6-9. | 7.5 | 0.6 | 100% | 8.7 | 13.5 | 7-10. | 8.5 | 0.2 | 75% | | | |
| 19-20 N=22 | 169.2 | 10.8 | 13.8 | 9-11. | 10 | 0.8 | 91% | 7.8 | 11.4 | 6-9. | 7.5 | 0.3 | 95% | 8.2 | 11.4 | 6.5-9.7 | 8.1 | 0.1 | 82% | | | |
| 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% | | | |
| 3 Year Mean | 168.8 | | | | | | 88% | | | | | | 92% | | | | | | 86% | | | |
| | | I. Phonological and Phonemic Awareness, including Emergent Literacy | | | | | | | II. Phonics and Decoding | | | | | | | III. Vocabulary and Fluency | | | | | | |
| 21-22 N=15 | 168.9 | 8.9 | 12 | 7-10. | 8.5 | 0.4 | 100% | 10.7 | 17 | 9-12. | 10.5 | 0.2 | 80% | 12 | 17 | 10-13. | 11.5 | 0.5 | 93% | | | |

| Early Childhood (Alt. A.) Teaching Reading 5205 (G) | | | | | | | | | | | | | | | | | | | |
|--|----------------------|---|--|---|--|-----------------------------------|----------------------|---|--|---|--|---|----------------------|---|--|---|--|--|--|
| 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 | UWA Total Raw points above or below the Nat. median performance range average score CAT 1 | % of candidate s scoring within 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 1 | % of candidate s scoring within 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 | % of candidate s scoring within the Nat. performance range | | |
| 17.7 | 25 | 17-22. | 19.5 | -1.8 | 71% | 11.8 | 15.4 | 9-12. | 10.5 | 1.3 | 100% | 13.8 | 18 | 9.5-14.5 | 12 | 1.8 | 100% | | |
| 19.1 | 26.3 | 16-21. | 18.5 | 0.6 | 82% | 10.8 | 15.2 | 9-12. | 10.5 | 0.3 | 94% | 13 | 18 | 10-14. | 12 | 1 | 100% | | |
| 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% | | |
| | | | | | 76% | | | | | | 94% | | | | | | 88% | | |
| IV. Comprehension of Literacy and Informational Text | | | | | | V. Writing | | | | | | VI. Assessment and Instructional Decision Making (Constructed Response) | | | | | | | |
| 13.9 | 20 | 12.-15. | 13.5 | 0.4 | 73% | 9.9 | 13 | 8-11. | 9.5 | 0.4 | 80% | 12.7 | 18 | 9-13. | 11 | 1.7 | 93% | | |

| Collab. K-6 (Alt. A.) Multiple Subject Mathematics 5003/5903 | | | | | | | | | | | | | | | | | | |
|--|---------------|-----------------------------------|----------------------|---|--|---|---|-----------------------------------|----------------------|---|--|---|---|--|----------------------|---|--|---|
| Collab. K-6 Required score=157 | | CAT I Number and Operations | | | | | | CAT II Algebraic Thinking | | | | | | III. Geometry and Measurement, Data, Statistics, and Probability | | | | |
| Multiple Subjects Mathematics 5003/5903 | 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 within 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 within 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 |
| 18-19 N=5 | 167 | 12.3 | 16 | 10.5-13.5 | 12 | 0.3 | 89% | 8 | 12 | 6-9. | 7.5 | 0.5 | 89% | 8.1 | 12 | 6-9. | 7.5 | 0.6 |
| 19-20 N=14 | 163 | 12 | 16 | 10-13. | 11.5 | 0.5 | 79% | 7.5 | 12 | 6.5-10 | 8.2 | -0.7 | 79% | 8 | 12 | 6-9. | 7.5 | 0.5 |
| 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 |
| 3 Year Mean | 167.2 | | | | | | 83% | | | | | | 89% | | | | | |
| 21-22 N=13 | 178.6 | 13.1 | 16 | 11-14. | 12.5 | 0.6 | 100% | 9.1 | 12 | 6-9. | 7.5 | 1.6 | 100% | 8.3 | 12 | 5-8. | 6.5 | 1.8 |

| Collab. K-6 (Alt. A.) Multiple Subjects Social Studies 5004/5904 | | | | | | | | | | | | | | | | | | | |
|--|---------------|---|----------------------|---|--|---|---|--|----------------------|---|--|---|---|-------------------------------------|----------------------|---|--|---|---|
| Collab. K-6 Required score=154 | | CAT I US History Government and Citizenship | | | | | | CAT II Geography, Anthropology and Sociology | | | | | | CAT III World History and Economics | | | | | |
| Multiple Subjects Social Studies 5004/5904 | 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 within 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 within 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 within the Nat. performance range |
| 18-19 N=5 | 159.6 | 15 | 25 | 12.8-17. | 14.9 | 0.1 | 89% | 11.5 | 16 | 8.5-12. | 10.2 | 1.3 | 100% | 9.8 | 14 | 7-10. | 8.5 | 1.3 | 89.00% |
| 19-20 N=14 | 159.2 | 15 | 25 | 13-17 | 15 | 0 | 86% | 11 | 16 | 8-10. | 10 | 1 | 86% | 9.5 | 14 | 7-10. | 8.5 | 1 | 93.00% |
| 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% |
| 3 Year Mean | 161.3 | | | | | | 92% | | | | | | 95% | | | | | | 94.00% |
| 21-22 N=13 | 165.7 | 17 | 25 | 13-18. | 15.5 | 1.5 | 100% | 10.9 | 16 | 8-11. | 9.5 | 1.4 | 100% | 8.8 | 14 | 6-9. | 7.5 | 1.3 | 100% |

| Collab. K-6 (Alt. A.) Multiple Subjects Science 5005/5905 | | | | | | | | | | | | | | | | | | | |
|---|---------------|-----------------------------------|----------------------|---|--|---|---|-----------------------------------|----------------------|---|--|---|---|-----------------------------------|----------------------|---|--|---|---|
| Collab. K-6 Required score=158 | | CAT I Earth Science | | | | | | CAT II Life Science | | | | | | CAT III Physical Science | | | | | |
| Multiple Subjects Science 5005/5905 | 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 within 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 within 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 within the Nat. performance range |
| 18-19 N=5 | 159.5 | 9.6 | 16 | 7.5-11.5 | 9.5 | 0.1 | 89% | 12.5 | 17 | 9.5-13.5 | 11.5 | 1 | 89% | 11.6 | 17 | 9.5-13. | 11.2 | 0.4 | 89.00% |
| 19-20 N=14 | 162.6 | 10 | 16 | 7-11. | 9 | 1 | 79% | 12 | 17 | 9-13. | 11 | 1 | 100% | 12.5 | 17 | 9-13. | 11 | 1.5 | 100.00% |
| 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% |
| 3 Year Mean | 163.7 | | | | | | 89% | | | | | | 90% | | | | | | 96.33% |
| 21-22 N=13 | 168.7 | 11.45 | 16 | 8-12. | 10 | 1.45 | 100% | 12.7 | 17 | 10-13. | 11.5 | 1.2 | 92% | 11.9 | 17 | 10-13. | 11.5 | 0.4 | 100% |

| 5354 Collab. K-6 (Alt A.) / Required Passing Score =153 | | | | | | | | | | | | | | | | | | | |
|---|-----------------------|--|----------------------|---|--|---|---|---|----------------------|---|--|---|---|-----------------------------------|----------------------|---|--|---|---|
| (G) 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 | 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 within 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 within 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 within the Nat. performance range |
| 18-19 N=5 | 172.8 | 12.3 | 17 | 11-14. | 12.5 | -0.2 | 86% | 22.3 | 24.6 | 18-21. | 19.5 | 2.8 | 100% | 21.6 | 25.6 | 15.7-21.3 | 18.5 | 3.1 | 79% |
| 19-20 N=14 | 171.2 | 12.5 | 17.5 | 11.5-14.8 | 13.1 | -0.6 | 79% | 18.7 | 24.7 | 18-21. | 19.5 | -0.8 | 79% | 18.1 | 24.5 | 14.5-18.5 | 16.5 | 1.6 | 100% |
| 20-21 N=7 | 169.4 | 15 | 17.6 | 12-15.5 | 13.7 | 1.3 | 100% | 20.3 | 24.3 | 18-21.5 | 19.7 | 0.6 | 100% | 18 | 25.3 | 15.6-20.6 | 18.1 | -0.1 | 100% |
| 3 Year Mean | 171.1 | | | | | | 88% | | | | | | 93% | | | | | | 93% |
| 21-22 N=13 | 171.5 | 11.7 | 18 | 12-15. | 13.5 | -1.8 | 69% | 18.7 | 24 | 17-20. | 18.5 | -0.2 | 77% | 17.5 | 25 | 14-19. | 16.5 | 1 | 100% |

5354 Collab. K-6 (Alt A.)/Required Passing Score =153

| 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 | UWA Total Raw points above or below the Nat. median performance range average score CAT 4 | % of candidates scoring within 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 5 | % of candidates scoring within the Nat. performance range |
| 14 | 19 | 11.3-15.5 | 13.4 | 0.6 | 93% | 19.3 | 23 | 14.5-18. | 16.2 | 3.1 | 100% |
| 13.1 | 19.5 | 13-16. | 14.5 | -1.4 | 71% | 17.2 | 22.4 | 14.5-18.5 | 16.5 | 0.7 | 100% |
| 12 | 19.6 | 12.3-15.6 | 13.9 | -1.9 | 80% | 18.6 | 22.3 | 16.3-19.3 | 17.8 | 0.8 | 100% |
| | | | | | 81% | | | | | | 100% |
| 14 | 20 | 12-16. | 14 | 0 | 85% | 17.7 | 22 | 16-20. | 18 | -0.3 | 85% |

Measure 3c: Advanced Program Comprehensive Examination Data (Master's/Ed.S)

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' 21 | Fall 2' 21 | Spring 1, 22 | Spring 2, 22 | Summer 1' 22 | Summer 2' 22 | Total | Percent Passing by Program for 21-22 |
| Biology | N=2 P2/F0 | N=3 P2/F1 | N=1 P1/F0 | N/A | N/A | N/A | N=6 P5/F1 | 83% |
| Early Childhood Education | N=6 P6/F0 | N=7 P7/F0 | N=8 P8/F0 | N=9 P9/F0 | N=10 P10/F0 | N=10 P10/F0 | N=50 P50/F0 | 100% |
| Elementary Education | N=50 P45/F5 | N=36 P34/F2 | N=22 P21/F1 | N=51 P48/F3 | N=29 P29/F0 | N=46 P42/F4 | N=234 P219/F14 | 94% |
| English/Lang. Arts | N=2 P2/F0 | N=1 P1/F0 | N/A | N=3 P3/F0 | N=3 P3/F0 | N=1 P1/F0 | N=10 P10/F0 | 100% |
| History | N=1 P1/F0 | N/A | N=1 P1/F0 | N/A | N/A | N=2 P1/F1 | N=4 P3/F1 | 75% |
| Physical Education | N=5 P3/F2 | N=6 P5/F1 | N=5 P4/F1 | N=13 P8/F5 | N=10 P5/F5 | N=13 P8/F5 | N=52 P33/F20 | 63% |
| School Counseling | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Social Science | N=1 P0/F1 | N=1 P0/F1 | N/A | N=2 P2/F0 | N=3 P3/F0 | N=6 P3/F3 | N=13 P8/F5 | 62% |
| Special Education | N=13 P9/F3 | N=17 P13/F4 | N=16 P14/F2 | N=16 P11/F5 | N=20 P18/F2 | N=10 P8/F2 | N=92 P73/F19 | 79% |
| Mathematics | N=2 P2/F0 | N=1 P1/F0 | N=1 P1/F0 | N/A | N/A | N/A | N=4 P4/F0 | 100% |
| Total | N=82 P70/F11 | N=72 P63/F9 | N=54 P50/F4 | N=94 P81/F13 | N=75 P68/F7 | N=88 P73/15 | N=465 P405/F60 | |
| Percent Passing by Term | 85% | 88% | 93% | 86% | 91% | 83% | 87% | 84% |

Master of Arts in Teaching

| Subject Area | Fall 1' 21 | Fall 2' 21 | Spring 1, 22 | Spring 2, 22 | Summer 1' 22 | Summer 2' 22 | Total | Percent Passing by Program for 21-22 |
|--------------------------------|------------------|--------------------|------------------|------------------|------------------|------------------|--------------------|--------------------------------------|
| English | N/A | N=3 P2/F1 | N/A | N/A | N/A | N/A | N=3 P2/F1 | |
| English Language Arts | N=2 P1/F1 | N=1 P0/F1 | N=3 P2/F1 | N/A | N=4 P4/F0 | N=3 P2/F1 | N=13 P9/F4 | 69% |
| History | N/A | N=1 P0/F1 | N=1 P1/F0 | N=2 P2/F0 | N/A | N/A | N=4 P3/F1 | 75% |
| Mathematics | N=2 P2/F0 | N=5 P5/F0 | N=2 P2/F0 | N=1 P1/F0 | N=1 P1/F0 | N=1 P1/F0 | N=12 P12/F0 | 100% |
| Physical Education | N/A | N/A | N/A | N=2 P1/F1 | N=1 P1/F0 | N=1 P0/F1 | N=4 P2/F2 | 50% |
| Science | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Social Science | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Biology | N/A | N=1 P1/F0 | N=1 P1/F0 | N=1 P1/F0 | N/A | N=2 P2/F0 | N=5 P5/F0 | 100% |
| 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 by Term | 50% | 92% | 100% | 78% | 67% | 100% | 87% | 79% |

| Education Specialist | | | | | | | | |
|--------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------|--------------------------------------|
| Subject Area | Fall 1' 21 | Fall 2' 21 | Spring 1, 22 | Spring 2, 22 | Summer 1' 22 | Summer 2' 22 | Total | Percent Passing by Program for 21-22 |
| Counseling | N/A | N=1 P0/F1 | N=1 P1/F0 | N/A | N/A | N/A | N=2 P1/F1 | 50% |
| Early Childhood Education | N=2 P2/F0 | N/A | N=3 P3/F0 | N=2 P2/F0 | N/A | N=1 P1/F0 | N=8 P8/F0 | 100% |
| Elementary Education | N=4 P3/F1 | N=5 P5/F0 | N=2 P2/F0 | N=7 P7/F0 | N=6 P5/F1 | N=7 P6/F1 | N=31 P28/F3 | 90% |
| Library Media | N=2 P2/F0 | N=2 P2/F0 | N=1 P1/F0 | N=2 P1/F1 | N=1 P1/F0 | N/A | N=8 P7/F1 | 88% |
| School Counseling | N=1 P0/F1 | N=4 P2/F2 | N=4 P3/F1 | N=4 P4/F0 | N=4 P4/F0 | N=5 P5/F0 | N=22 P18/F4 | 82% |
| Special Education | N=7 P6/F1 | N=5 P1/F4 | P=14 P9/F5 | N=10 P10/F0 | N=5 P5/F0 | N=5 P4/F1 | N=46 P35/F1 | 76% |
| Total | N=16 P13/F3 | N=17 P10/F7 | N=25 P19/F6 | N=25 P24/F1 | N=16 P15/F1 | N=18 P16/F2 | N=117 P97/F10 | |
| Percent Passing by Term | 81% | 59% | 76% | 96% | 94% | 89% | 83% | 81% |

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

The EPP in collaboration with K-12 partners created a new survey entitled “1 Year-Out Completer Survey”. The Lawshe method was used to calibrate the instrument and ensure that the instrument would have valid results. The survey was distributed to initial and advanced program completers in April. The survey is designed to collect data on program completers’ satisfaction with the preparation they received at UWA now that they have completed their program and have been teaching one year of teaching for one academic year. The survey also posed specific

questions related to their employment status. Specifically, one question asked “if they were currently employed in the area in which UWA prepared them when completed their degree during the 2021-2022 academic year. Another question asked was “will you be retained for employment for the upcoming year. The survey yielded a total of twenty six (26) responses from initial program completers and fifty (50) responses from advanced program completers. Based on the survey responses, 24 out of 26 (93%) of 2021-2022 initial program completers indicated that they were currently employed in the teaching field area for which they completed their degree in 21-22 and 88% (22 out of 24) indicated they were retained for employment for the upcoming, whereas, 3 respondents (12%) indicated they were not retained for the upcoming year. As it relates to the same two questions posed for advanced program completers, out of the fifty (50) respondents, 43 (86%) indicated they were currently employed in the teaching field area in which they completed their degree in 21-22 and forty six out of fifty (92%) indicated they will be retained for the upcoming year.

| Initial Programs | Total Survey Responses | Yes | Percent | No | Percent | Don't Know at this time | Percent |
|--|-------------------------------|------------|----------------|-----------|----------------|--------------------------------|----------------|
| Q 6. I am currently employed teaching in the area that the University of West Alabama prepared me for certification when I completed my program during the 2021-2022 academic year | 26 | 24 | 92.31% | 2 | 7.69% | | |
| Q 8. I will be retained for employment for the upcoming year | 25 | 22 | 88% | 3 | 12% | | |
| Advanced Programs | | | | | | | |
| Q 6. I am currently employed teaching in the area that the University of West Alabama prepared me for certification when I completed my program during the 2021-2022 academic year | 50 | 43 | 86% | 7 | 14% | | |
| Q 8. I will be retained for employment for the upcoming year | 50 | 46 | 92% | 1 | 2% | 3 | 6% |