

2025 CAEP Annual Report: Measure 01

Completer Effectiveness: Applying Professional Knowledge, Skills, & Dispositions

Overview	<p>The EPP understands the importance of reviewing data aligned to completers' effectiveness in applying professional knowledge, skills, and dispositions. This evidence packet includes completer achievement in knowledge, skills, and dispositions as determined by their principal.</p> <p>The Indiana Department of Education (IDOE) annually requests all principals within the state to evaluate EPP completers through a survey that poses 21 questions that incorporate graduates' knowledge, skills, and dispositions assessed by employers within an academic year.</p> <p>The IDOE principal survey is designed with a 1-4 Likert scale rating believed to follow the below scale:</p> <ol style="list-style-type: none">1. <i>Strongly Agree or Very Satisfied</i>2. <i>Agree or Satisfied</i>3. <i>Disagree or Unsatisfied</i>4. <i>Strongly Disagree or Very Unsatisfied</i>
Data Table	<p>The data tables include 3 cycles of data (2022, 2023, 2024) of the following:</p> <ul style="list-style-type: none">• Annual IDOE-collected Principal Survey, disaggregated by knowledge-related (page 3), skills-related (page 4), and disposition-related (page 5) questions
Trends	<p>2024 IDOE Principal Survey Strengths:</p> <ul style="list-style-type: none">• Regarding the knowledge-related survey questions, 100% of ratings were positive (<i>Highly Effective</i> or <i>Effective</i>)• Regarding the skills-related survey questions, 96.9% of ratings were positive (<i>Highly Effective</i> or <i>Effective</i>)• Regarding the disposition-related survey questions, 100% of ratings were positive (<i>Highly Effective</i> or <i>Effective</i>) <p>2024 IDOE Principal Survey Areas of Challenge:</p> <ul style="list-style-type: none">• All questions that received negative scores (<i>Disagree</i> or <i>Strongly Disagree</i>) had one completer marked less than effective. <p>2022-2024 IDOE Principal Survey Trends:</p> <ul style="list-style-type: none">• Over the past three years, 98.3% of scores were rated positive (<i>Highly Effective</i> or <i>Effective</i>) in knowledge-related survey questions• Over the past three years, 96.0% of scores were rated positive (<i>Highly Effective</i> or <i>Effective</i>) in skill-related survey questions• Over the past three years, 97.1% of scores were rated positive (<i>Highly Effective</i> or <i>Effective</i>) in disposition-related survey questions• Over the past three years, only 1 principal has rated the EPP's overall training of a candidate as <i>Unsatisfactory</i>.

Future Direction

While data is limited, the IDOE-issued Principal Surveys of completers provide valuable insight into graduates' performance as indicated by professional knowledge, skills, and disposition. The consistently positive survey answers provide the EPP with valued insight into how the teacher preparation program influences completers' performance in these areas.

The Employer Surveys, Graduate Surveys, Employer Focus Groups, and Completer Focus Groups provide important perceptions of the teacher preparation program, and the EPP can triangulate this data to evaluate completer performance. The EPP looks forward to continued collaboration with the IDOE through collected Principal Surveys to identify additional data for review. Holistically, these various and differentiated measures will inform the EPP on areas of strengths and improvement that will help inform the annual program review.

IDOE Principal Survey												
Principal Respondents: 2022: 8; 2023: 9; 2024: 13	2022				2023				2024			
	1	2	3	4	1	2	3	4	1	2	3	4
Knowledge-Related Questions: “The EPP did an outstanding job of preparing this teacher to...”												
1. ...understand how students learn and develop at the grade level they are teaching.”	0	0	25%	75%	0	0	56%	44%	0	0	46.2%	53.8%
2. ...meet expectations of a beginning teacher for content preparation and knowledge.”	0	12.5 %	12.5%	75%	0	0	56%	44%	0	0	38.5%	61.5%
3. ...adhere to the ethical requirements of the teaching profession.”	0	0	25%	75%	0	0	22%	78%	0	0	46.2%	53.8%
4. ...adhere to the legal requirements of the teaching profession.”	0	12.5 %	12.5%	75%	0	0	33%	67%	0	0	38.5%	61.5%

IDOE Principal Survey												
Principal Respondents: 2022: 8; 2023: 9; 2024: 13	2022				2023				2024			
	1	2	3	4	1	2	3	4	1	2	3	4
Skills-Related Questions: “The EPP did an outstanding job of preparing this teacher to...												
5. ...provide an appropriate and challenging learning experience.”	0	12.5 %	12.5%	75%	0	0	56%	44%	0	0	53.8%	46.2%
6. ...provide an inclusive learning environment.”	0	0	25%	75%	0	11%	22%	67%	0	0	38.5%	61.5%
7. ...provide a rigorous learning environment.”	0	12.5 %	12.5%	75%	0	0	33%	67%	0	7.65%	46.2%	46.2%
8. ...use a variety of assessment methods to guide, adjust, and improve instruction.”	0	0	25%	75%	0	0	56%	44%	0	7.65%	46.2%	46.2%
9. ...develop content specific assessments to test for student understanding of the lesson objectives.”	0	0	25%	75%	0	0	56%	44%	0	0	46.2%	53.8%
10. ...differentiate instruction to meet all students’ learning needs.”	0	12.5 %	12.5%	75%	0	11%	33%	56%	0	0	46.2%	53.8%
11. ...work effectively with students with all exceptionalities.”	0	0	25%	75%	0	11%	22%	67%	0	0	46.2%	53.8%
12. ...analyze student assessment data to improve classroom instruction.”	0	12.5 %	25%	62.5%	0	0	44%	56%	0	7.6%	53.8%	38.5%
13. ...use effective strategies to manage the learning environment.”	0	12.5 %	12.5%	75%	0	0	44%	56%	0	7.6%	53.8%	38.5%
14. ...integrate technological tools as appropriate to advance student learning.”	0	0	25%	75%	0	0	44%	56%	0	0	46.2%	53.8%

IDOE Principal Survey												
Principal Respondents: 2022: 8; 2023: 9; 2024: 13	2022				2023				2024			
	1	2	3	4	1	2	3	4	1	2	3	4
Disposition-Related Questions: “The EPP did an outstanding job of preparing this teacher to...												
15. ...openly accept suggestions/constructive feedback.”	12.5 %	0	25%	62.5%	0	0	33%	67%	0	0	46.2%	53.8%
16. ...exhibit ethical practice expected of educators.”	0	0	25%	75%	0	0	22%	78%	0	0	38.5%	61.5%
17. ...work effectively with other professionals.”	0	12.5 %	12.5%	75%	0	0	33%	67%	0	0	46.2%	53.8%
18. ...work effectively with parents/guardians.”	0	12.5 %	12.5%	75%	0	0	56%	44%	0	0	38.5%	61.5%
19. ...work effectively with school leaders.”	0	12.5 %	12.5%	75%	0	0	33%	67%	0	0	30.8%	69.2%
20. ...work effectively within the school culture”	0	12.5 %	12.5%	75%	0	0	44%	56%	0	0	30.8%	61.5%
21. Overall, how satisfied are you with the training this teacher received from this EPP?	0	12.5 %	12.5%	75%	0	0	33%	67%	0	0	46.2%	53.8%