

**CAEP Standard:** 3.6**InTASC Standards:** 9 and 10**NJPST:** 9 and 11

**Data:** Exhibit 3.6 provides data from six assessments to provide evidence that EPP candidates understand the expectations of the profession, including professional standards of practice, code of ethics, and relevant laws and policies.

**Analysis and Interpretation:** Triangulated data from the Candidate Preservice Assessment of Student Teaching (CPAST), the High Leverage Teaching Proficiency Rubrics, edTPA, the Alumni Survey, Exit Survey and Employer Survey provide strong evidence that EPP candidates understand the expectations of the profession.

**edTPA***Category 4: Professional Responsibility*

Data from the edTPA reveal EPP candidates have improved over time to demonstrate strong skills and knowledge in InTASC Category 4: Professional Responsibility. There are two rubrics (10,15) that measure Professional Practice. This category was a relative weakness for the EPP, with means at 2.65 for both series of data. Elementary, Spanish and Visual Arts scored among the top programs in Fall 2017. Elementary, Performing Arts and Math presented the highest scores in Spring 2018. Some of the lowest mean scores amongst all categories were for two programs with  $n=1$ , Science and Math, both with  $means= 1.50$ . In the Spring of 2018 the lowest scores in this area were in Science and Health. This data will be triangulated with CPAST and the High Leverage Teaching Proficiency Rubrics to provide depth and breadth and to determine if this is a weakness for Science, Math and Health. The EPP is not concerned, as this assessment only aligned with two items, therefore, it provides a very small sampling.

**CPAST**

*Category 4: Professional Responsibility.* MU candidates demonstrate professional learning and ethical practice as well as leadership and collaboration. This category consists of eight rubrics. Every program for both semesters showed significant growth from the midterm to the final application of the assessment each semester. The EPP posted its second highest mean in this category in the Fall of 2017 and Spring of 2018.

Programs with the highest scores in the Fall of 2017 include Elementary (2.72) and Spanish (3.0). Those with the highest means in the Spring of 2018 include English (2.82), Secondary (2.80) and Elementary (2.73). The EPP scored considerably high in the majority of programs on Rubric S. Collaboration.

HEPE, with small numbers for both semesters, scored lowest for Fall 2017 (2.19) and Spring of 2018 (2.25). Again, this data will be triangulated with other assessments to look at non-academic criteria. Rubric M Connections to Research and Theory was consistently the lowest mean across programs.

### **High Leverage Teaching Practice Proficiency Rubrics**

#### **Category 4: Professional Responsibility**

MU candidates demonstrate professional responsibility in their early field placement. The EPP mean of 2.74 was solid. This is the only category where undergraduates outscored MAT candidates. Secondary and TSD candidates scored above the EPP mean. Elementary candidates scored slightly below the EPP mean (one one-hundredth of a point). Candidates scored consistently on both rubrics, which were combined to obtain scores for this category.

### **Alumni Survey**

**Category 4: Professional Responsibility:** The 2014 survey indicated that candidates scored highest on Professional Responsibility (4.27 mean on a 5 point scale). It was also the second highest category on the 2012 application of the survey. In 2012 candidates scored higher on the items dealing with professional development and research, and relatively lower in communication and collaboration. In 2018 the mean score for this category was just under the target of “3=Agree.” This data could have been slightly skewed by the K-6 art/music/health/PE mean score of 2.06 which is slightly above the “2.0=Disagree” score. Professional responsibility was the lowest of scores for that discipline. Graduate, Elementary, Secondary, P-3 and TSD students all achieved a mean score above “3=Agree”. K-6 Art/Music/Health/PE scored a mean of 1.67 on “collaborates with learners, families, colleagues, and other professionals to ensure learner growth. This was the lowest mean of any criteria across disciplines and the three cycles of data. Although the number of participants was small, this is certainly an area in which improvement must be targeted. In fact, that was the one item that was lowest across the criteria for category four, indicating we must improve collaboration activities throughout the program.

### **Exit Survey**

#### **Category 4: Professional Responsibility**

Monmouth University completers believe they are prepared for professional learning, ethical practice, leadership, and collaboration. The data for all three series of data reveal the following *mean scores*: 4.39 (F 17), 4.47 (Sp. 17), and 4.41 (Sp.18). The strongest EPP means came from items 27 (Fall 17 and Spring 17) “*Reflect on and develop appropriate teaching dispositions*” and item 22 (Spring 18) “*Use education research to make decisions that benefit my teaching.*” In the 2016-2017 School year, the EPP added research events to showcase research conducted at the undergraduate and graduate levels. This result of this reflected positively on the Spring 2018 completer exit survey. The lowest survey item mean scores came from items #21 (Spring 17 and Spring 18) “*21. Effectively communicate and collaborate with school administration and other school personnel*” and #20 (Fall 18) “*Effectively communicate and collaborate with parents, peers, and community members.*” These results further support our goal to add more

opportunities in the field for our candidates. This is being addressed by implementing our successful Teacher Residency Program Pilot to reach all candidates. The School of Education has been working with faculty and staff from the EPP and across campus to schedule two days in which candidates can be in schools from their sophomore through senior year. We are also working with our partner schools to participate by reallocating funds to pay our candidates to work in classrooms those two days as substitute teachers or paraprofessionals. There is more about this program in CAEP standard 5.3.

### **Employer Survey**

#### **InTASC Category 4: Professional Responsibility**

Monmouth graduates engages in professional learning, ethical practice, leadership and collaboration on an ongoing basis. 100% of all items assessed under the category of *Professional Responsibility* met the requirement that 80% or more respondents scored the item as “agree” or “strongly agree”, thus meeting the standard. The mean scores for the overall category were 3.36 (2017) and 3.35 (2018). In 2017, the highest scoring category was “*engages in ongoing professional learning*” ( $m=3.48$ ). The lowest item scored had a mean of 3.28 , “*Seeks appropriate leadership roles.*” In 2018, the mean score for all categories ranged from 3.20-3.50.

### **Continuous Improvement**

Faculty members have reviewed the data across the School of Education and across campus through the University Teachers Advisory Committee with content faculty and administrators. Programs are continuing to infuse nonacademic criteria into their programs. In addition, a new dispositions process has been created to be implemented in the Fall 2018.

**edTPA Data Spring 2018 and Fall 2017**

**Fall 2017**

**Category 4 Professional Responsibility (Standards 9 and 10)**

| INTASC/NJPST Standards | CAEP Standards                         | Rubrics                                   |           | EPP  | Elementary | Spanish | History-Secondary | Visual Arts | Science - Secondary | Early Childhood Ed | Mathematics - Secondary | Performing Arts | Health Education | Physical Education | MAT  | UG    |
|------------------------|--|---|-----------|------|------------|---------|-------------------|-------------|---------------------|--------------------|-------------------------|-----------------|------------------|--------------------|------|-------|
|                        |  |   |           | N=32 | N=17       | N=1     | N=2               | N=1         | N=1                 | N=4                | N=1                     | N=3             | N=1              | N=1                | N= 7 | N= 25 |
| 9                      | 1.1, 1.2, 1.4, 1.5, 3.3, 3.6           | 10 Analyzing Teaching Effectiveness       | Mean:     | 2.6  | 2.8        | 3       | 2.5               | 3           | 2                   | 2.8                | 2                       | 2               | 2                | 2                  | 2.86 | 2.60  |
|                        |  |   | Std. Dev: | 0.5  | 0.3        | 0       | 0.5               | 0           | 0                   | 0.4                | 0                       | 0               | 0                | 0                  | 0.35 | 0.49  |
| 6, 7, 8, 9             | 1.1, 1.2, 1.3, 1.4, 1.5, 3.3, 3.5, 3.6 | 15 Using Assessment to Inform Instruction | Mean:     | 2.7  | 2.9        | 3       | 2.5               | 3           | 1                   | 3                  | 1                       | 2.2             | 3                | 2                  | 2.86 | 2.66  |
|                        |  |   | Std. Dev: | 0.8  | 0.6        | 0       | 0.5               | 0           | 0                   | 0.7                | 0                       | 0.8             | 0                | 0                  | 0.83 | 0.78  |
| Mean                   |  |   |           | 2.65 | 2.85       | 3.00    | 2.50              | 3.00        | 1.50                | 2.90               | 1.50                    | 2.10            | 2.50             | 2.00               | 2.86 | 2.63  |
| Std. Dev.              |  |   |           | 0.65 | 0.45       | 0.00    | 0.50              | 0.00        | 0.00                | 0.55               | 0.00                    | 0.40            | 0.00             | 0.00               | 0.59 | 0.64  |
| Overall Mean           |  |   |           | 2.46 |            |         |                   |             |                     |                    |                         |                 |                  |                    |      |       |
| Overall Std. Dev.      |  |   |           | 0.29 |            |         |                   |             |                     |                    |                         |                 |                  |                    |      |       |

**Spring 2018**

**Category 4 Professional Responsibility (Standards 9 and 10)**

| INTASC/NJPST Standards | CAEP Standards                         | Rubrics                                   |           | EPP  | Elementary | Spanish | History-Secondary | Visual Arts | Science - Secondary | Early Childhood Ed | Mathematics - Secondary | Performing Arts | Health Education | Physical Education | English - Secondary | MAT   | UG    |
|------------------------|--|---|-----------|------|------------|---------|-------------------|-------------|---------------------|--------------------|-------------------------|-----------------|------------------|--------------------|---------------------|-------|-------|
|                        |  |   |           | N=32 | N=46       | N=2     | N=3               | N=7         | N=5                 | N=2                | N=3                     | N=3             | N=1              | N=4                | N=16                | N= 27 | N= 65 |
| 9                      | 1.1, 1.2, 1.4, 1.5, 3.3, 3.6           | 10 Analyzing Teaching Effectiveness       | Mean:     | 2.6  | 2.8        | 2       | 2.3               | 2.6         | 2                   | 3                  | 2.7                     | 2.3             | 2                | 2.5                | 2.6                 | 2.70  | 2.60  |
|                        |  |   | Std. Dev: | 0.6  | 0.6        | 0       | 0.5               | 0.5         | 0                   | 0                  | 0.5                     | 0.5             | 0                | 0.5                | 0.7                 | 0.60  | 0.60  |
| 6, 7, 8, 9             | 1.1, 1.2, 1.3, 1.4, 1.5, 3.3, 3.5, 3.6 | 15 Using Assessment to Inform Instruction | Mean:     | 2.7  | 2.9        | 2.5     | 2.3               | 2.7         | 2                   | 2                  | 2.8                     | 3.3             | 2                | 2.5                | 2.6                 | 2.78  | 2.70  |
|                        |  |   | Std. Dev: | 0.7  | 0.7        | 0.5     | 0.5               | 0.5         | 0.9                 | 1                  | 0.2                     | 0.5             | 0                | 0.5                | 0.3                 | 0.74  | 0.74  |
| Mean                   |  |   |           | 2.65 | 2.85       | 2.25    | 2.30              | 2.65        | 2.00                | 2.50               | 2.75                    | 2.80            | 2.00             | 2.50               | 2.60                | 2.74  | 2.65  |
| Std. Dev.              |  |   |           | 0.65 | 0.65       | 0.25    | 0.50              | 0.50        | 0.45                | 0.50               | 0.35                    | 0.50            | 0.00             | 0.50               | 0.80                | 0.67  | 0.67  |
| Overall Mean           |  |   |           | 2.52 |            |         |                   |             |                     |                    |                         |                 |                  |                    |                     |       |       |
| Overall Std. Dev.      |  |   |           | 0.50 |            |         |                   |             |                     |                    |                         |                 |                  |                    |                     |       |       |

5 point Rubric: 5= Exceeds Expectation; 1= Does not Meet Expectation

**Candidate Pre-Service Assessment of Student Teaching Fall 2017 and Spring 2018**

Exceeds Expectation= 3; Meets Expectation=2; Emerging=2, Does not Meet Expectations=0

**Fall 2017 Midterm**

| INTASC                   | CAEP          | Competency Area  |                  | EPP  | Elementary | Secondary | Art/Music | Health & Physical | P-3 & TSD | Spanish | MAT  | UG   |
|--------------------------|---------------|--|------------------|------|------------|-----------|-----------|-------------------|-----------|---------|------|------|
|                          |               |  |                  | N=30 | N=16       | N=4       | N= 3      | N=2               | N=4       | N=1     | N=7  | N=23 |
| 2                        | 1.1, 3.3      | D. Differentiated Methods  | <b>Mean:</b>     | 1.67 | 2.00       | 1.5       | 1.00      | 1.5               | 1.25      | 1       | 2.00 | 1.54 |
|                          |               |  | <b>Std. Dev:</b> | 0.66 | 0.63       | 0.58      | 0.00      | 0.71              | 0.5       | 0       | 0.53 | 0.65 |
| 9                        | 1.1, 1.2, 3.3 | M. Connections to Research and Theory                                    | <b>Mean:</b>     | 1.60 | 1.69       | 1.25      | 1.67      | 1                 | 1.75      | 2       | 1.71 | 1.54 |
|                          |               |  | <b>Std. Dev:</b> | 0.67 | 0.79       | 0.5       | 0.58      | 0                 | 0.5       | 0       | 0.45 | 0.71 |
| 9                        | 1.1, 1.2, 3.3 | N. Participates in Professional Development (PD)                         | <b>Mean:</b>     | 2.47 | 2.69       | 2.25      | 2.33      | 2.5               | 2         | 2       | 2.86 | 2.33 |
|                          |               |  | <b>Std. Dev:</b> | 0.63 | 0.48       | 0.96      | 0.58      | 0.71              | 0.82      | 0       | 0.35 | 0.63 |
| 10                       | 1.1, 3.3      | O. Demonstrates Effective Communication with Parents or Legal Guardians  | <b>Mean:</b>     | 1.53 | 1.88       | 1.25      | 0.67      | 2                 | 0.75      | 2       | 1.71 | 1.46 |
|                          |               |  | <b>Std. Dev:</b> | 0.86 | 0.5        | 1.26      | 1.15      | 1.41              | 0.5       | 0       | 0.70 | 0.88 |
| 9                        | 1.1, 3.3      | P. Demonstrates Punctuality  | <b>Mean:</b>     | 2.57 | 2.69       | 2.5       | 1.67      | 3                 | 2.75      | 2       | 2.71 | 2.54 |
|                          |               |  | <b>Std. Dev:</b> | 0.68 | 0.48       | 1         | 1.15      | 0                 | 0.5       | 0       | 0.45 | 0.71 |
| 9                        | 1.1, 3.3      | Q. Meets Deadlines and Obligations                                       | <b>Mean:</b>     | 2.47 | 2.56       | 2.5       | 1.67      | 2.5               | 2.5       | 3       | 2.71 | 2.38 |
|                          |               |  | <b>Std. Dev:</b> | 0.63 | 0.51       | 0.58      | 1.15      | 0.71              | 0.58      | 0       | 0.45 | 0.64 |
| 10                       | 1.1, 3.3      | S. Collaboration   | <b>Mean:</b>     | 2.47 | 2.69       | 2.25      | 2.00      | 2.5               | 2.25      | 2       | 2.43 | 2.50 |
|                          |               |  | <b>Std. Dev:</b> | 0.57 | 0.48       | 0.5       | 1.00      | 0.71              | 0.5       | 0       | 0.49 | 0.58 |
| 10                       | 1.1, 3.3      | T. Advocacy to Meet the Needs of Learners or for the Teaching Profession | <b>Mean:</b>     | 2.13 | 2.38       | 1.75      | 2.00      | 1.5               | 2         | 2       | 2.14 | 2.08 |
|                          |               |  | <b>Std. Dev:</b> | 0.78 | 0.72       | 0.5       | 1.00      | 0.71              | 1.15      | 0       | 0.35 | 0.85 |
| 9                        | 1.1, 3.3      | U. Responds Positively to Feedback and Constructive Criticism            | <b>Mean:</b>     | 2.47 | 2.75       | 2.5       | 2.00      | 2                 | 2.25      | 1       | 2.71 | 2.38 |
|                          |               |  | <b>Std. Dev:</b> | 0.63 | 0.45       | 0.58      | 1.00      | 0                 | 0.5       | 0       | 0.45 | 0.64 |
| <b>Overall Mean</b>      |               |  |                  | 2.15 | 2.37       | 1.97      | 1.67      | 2.06              | 1.94      | 1.89    | 2.33 | 2.08 |
| <b>Overall Std. Dev.</b> |               |  |                  | 0.68 | 0.56       | 0.72      | 0.85      | 0.55              | 0.62      | 0.00    | 0.47 | 0.70 |

Fall 2017 Final

| INTASC                   | CAEP          | Competency Area  |                  | EPP  | Elementary | Secondary | Art/ Music | Health & Physical | P-3 & TSD | Spanish | MAT  | UG   |
|--------------------------|---------------|--|------------------|------|------------|-----------|------------|-------------------|-----------|---------|------|------|
|                          |               |  |                  | N=32 | N=17       | N=4       | N=4        | N=2               | N=4       | N=1     | N=7  | N=25 |
| 2                        | 1.1, 3.3      | D. Differentiated Methods  | <b>Mean:</b>     | 2.38 | 2.59       | 2.25      | 1.75       | 2                 | 2.25      | 3       | 2.57 | 2.32 |
|                          |               |  | <b>Std. Dev:</b> | 0.61 | 0.51       | 0.5       | 0.50       | 1.41              | 0.5       | 0       | 0.49 | 0.61 |
| 9                        | 1.1, 1.2, 3.3 | M. Connections to Research and Theory                                    | <b>Mean:</b>     | 2.13 | 2.18       | 2         | 2.00       | 0.5               | 2.75      | 3       | 2.57 | 2.00 |
|                          |               |  | <b>Std. Dev:</b> | 0.71 | 0.53       | 0         | 0.82       | 0.71              | 0.5       | 0       | 0.49 | 0.69 |
| 9                        | 1.1, 1.2, 3.3 | N. Participates in Professional Development (PD)                         | <b>Mean:</b>     | 2.63 | 2.71       | 2.75      | 2.50       | 2.5               | 2.25      | 3       | 2.86 | 2.56 |
|                          |               |  | <b>Std. Dev:</b> | 0.49 | 0.47       | 0.5       | 0.58       | 0.71              | 0.5       | 0       | 0.35 | 0.50 |
| 10                       | 1.1, 3.3      | O. Demonstrates Effective Communication with Parents or Legal Guardians  | <b>Mean:</b>     | 2.50 | 2.65       | 2.25      | 2.25       | 2.5               | 2.25      | 3       | 2.71 | 2.44 |
|                          |               |  | <b>Std. Dev:</b> | 0.57 | 0.61       | 0.5       | 0.50       | 0.71              | 0.5       | 0       | 0.45 | 0.57 |
| 9                        | 1.1, 3.3      | P. Demonstrates Punctuality  | <b>Mean:</b>     | 2.63 | 2.71       | 2.75      | 2.25       | 2.5               | 2.5       | 3       | 2.71 | 2.60 |
|                          |               |  | <b>Std. Dev:</b> | 0.66 | 0.59       | 0.5       | 0.96       | 0.71              | 1         | 0       | 0.70 | 0.63 |
| 9                        | 1.1, 3.3      | Q. Meets Deadlines and Obligations                                       | <b>Mean:</b>     | 2.78 | 2.88       | 3         | 2.00       | 3                 | 2.75      | 3       | 3.00 | 2.72 |
|                          |               |  | <b>Std. Dev:</b> | 0.49 | 0.33       | 0         | 0.82       | 0                 | 0.5       | 0       | 0.00 | 0.53 |
| 10                       | 1.1, 3.3      | S. Collaboration   | <b>Mean:</b>     | 2.84 | 2.94       | 3         | 2.75       | 2.5               | 2.5       | 3       | 2.86 | 2.84 |
|                          |               |  | <b>Std. Dev:</b> | 0.37 | 0.24       | 0         | 0.50       | 0.71              | 0.58      | 0       | 0.35 | 0.37 |
| 10                       | 1.1, 3.3      | T. Advocacy to Meet the Needs of Learners or for the Teaching Profession | <b>Mean:</b>     | 2.44 | 2.71       | 2         | 2.25       | 1.5               | 2.25      | 3       | 2.57 | 2.40 |
|                          |               |  | <b>Std. Dev:</b> | 0.56 | 0.47       | 0         | 0.50       | 0.71              | 0.5       | 0       | 0.49 | 0.57 |
| 9                        | 1.1, 3.3      | U. Responds Positively to Feedback and Constructive Criticism            | <b>Mean:</b>     | 2.78 | 2.94       | 3         | 2.25       | 2.5               | 2.5       | 3       | 2.86 | 2.76 |
|                          |               |  | <b>Std. Dev:</b> | 0.49 | 0.24       | 0         | 0.96       | 0.71              | 0.58      | 0       | 0.35 | 0.51 |
| <b>Overall Mean</b>      |               |  |                  | 2.57 | 2.70       | 2.56      | 2.22       | 2.17              | 2.44      | 3.00    | 2.75 | 2.52 |
| <b>Overall Std. Dev.</b> |               |  |                  | 0.55 | 0.44       | 0.22      | 0.68       | 0.71              | 0.57      | 0.00    | 0.41 | 0.55 |

## Spring 2018 Midterm

| INTASC                   | CAEP          | Competency Area  |                  | EPP  | Elementary | Secondary | Art/Music | Health & Physical | P-3 & TSD | Spanish | English | MAT  | UG   |
|--------------------------|---------------|--|------------------|------|------------|-----------|-----------|-------------------|-----------|---------|---------|------|------|
|                          |               |  |                  | N=84 | N=44       | N=22      | N=9       | N=3               | N=2       | N=2     | N=12    | N=27 | N=64 |
| 2                        | 1.1, 3.3      | D. Differentiated Methods  | <b>Mean:</b>     | 2.10 | 2.14       | 2.23      | 1.89      | 1.00              | 1.50      | 2.50    | 2.58    | 1.77 | 2.05 |
|                          |               |  | <b>Std. Dev:</b> | 0.59 | 0.51       | 0.61      | 0.60      | 0                 | 0.71      | 0       | 0.51    | 0.62 | 0.58 |
| 9                        | 1.1, 1.2, 3.3 | M. Connections to Research and Theory                                    | <b>Mean:</b>     | 1.94 | 1.95       | 2.23      | 1.78      | 0.33              | 0.50      | 3.00    | 2.08    | 1.02 | 1.45 |
|                          |               |  | <b>Std. Dev:</b> | 0.96 | 0.86       | 0.87      | 1.09      | 0.58              | 0.71      | 0       | 1       | 0.88 | 1.01 |
| 9                        | 1.1, 1.2, 3.3 | N. Participates in Professional Development (PD)                         | <b>Mean:</b>     | 2.36 | 2.36       | 2.64      | 1.56      | 2.67              | 2.00      | 2.50    | 2.67    | 1.89 | 2.18 |
|                          |               |  | <b>Std. Dev:</b> | 0.83 | 0.87       | 0.49      | 1.13      | 0.58              | 0         | 0       | 0.49    | 0.95 | 0.79 |
| 10                       | 1.1, 3.3      | O. Demonstrates Effective Communication with Parents or Legal Guardians  | <b>Mean:</b>     | 1.89 | 1.98       | 2.14      | 1.33      | 0.67              | 2.50      | 1.50    | 2.25    | 1.44 | 1.68 |
|                          |               |  | <b>Std. Dev:</b> | 0.82 | 0.76       | 0.71      | 0.87      | 1.15              | 0.71      | 0       | 0.75    | 0.79 | 0.83 |
| 9                        | 1.1, 3.3      | P. Demonstrates Punctuality  | <b>Mean:</b>     | 2.82 | 2.84       | 2.91      | 2.44      | 2.67              | 3.00      | 3.00    | 2.83    | 2.14 | 2.41 |
|                          |               |  | <b>Std. Dev:</b> | 0.42 | 0.37       | 0.29      | 0.73      | 0.58              | 0         | 0       | 0.39    | 0.68 | 0.45 |
| 9                        | 1.1, 3.3      | Q. Meets Deadlines and Obligations                                       | <b>Mean:</b>     | 2.65 | 2.73       | 2.77      | 2.22      | 2.67              | 1.50      | 2.50    | 2.75    | 2.08 | 2.33 |
|                          |               |  | <b>Std. Dev:</b> | 0.63 | 0.54       | 0.43      | 1.09      | 0.58              | 0.71      | 0       | 0.45    | 0.84 | 0.57 |
| 10                       | 1.1, 3.3      | S. Collaboration   | <b>Mean:</b>     | 2.75 | 2.77       | 2.91      | 2.33      | 2.33              | 2.50      | 3.00    | 2.92    | 2.35 | 2.62 |
|                          |               |  | <b>Std. Dev:</b> | 0.49 | 0.42       | 0.29      | 0.87      | 0.58              | 0.71      | 0       | 0.29    | 0.68 | 0.48 |
| 10                       | 1.1, 3.3      | T. Advocacy to Meet the Needs of Learners or for the Teaching Profession | <b>Mean:</b>     | 2.36 | 2.43       | 2.55      | 1.78      | 2.00              | 1.50      | 2.00    | 2.58    | 1.69 | 1.91 |
|                          |               |  | <b>Std. Dev:</b> | 0.57 | 0.55       | 0.51      | 0.44      | 0                 | 0.71      | 0       | 0.51    | 0.70 | 0.60 |
| 9                        | 1.1, 3.3      | U. Responds Positively to Feedback and Constructive Criticism            | <b>Mean:</b>     | 2.77 | 2.77       | 2.95      | 2.33      | 2.67              | 2.50      | 3.00    | 2.92    | 2.12 | 2.13 |
|                          |               |  | <b>Std. Dev:</b> | 0.47 | 0.48       | 0.21      | 0.71      | 0.58              | 0.71      | 0       | 0.29    | 0.68 | 0.51 |
| <b>Overall Mean</b>      |               |  |                  | 2.40 | 2.44       | 2.59      | 1.96      | 1.89              | 1.94      | 2.56    | 2.62    | 1.83 | 2.08 |
| <b>Overall Std. Dev.</b> |               |  |                  | 0.64 | 0.60       | 0.49      | 0.84      | 0.51              | 0.55      | 0.00    | 0.52    | 0.76 | 0.65 |

## Spring 2018 Final

| INTASC                   | CAEP          | Competency Area  |                  | EPP  | Elementary | Secondary | Art/Music | Health & Physical | P-3 & TSD | English | MAT  | UG   |
|--------------------------|---------------|--|------------------|------|------------|-----------|-----------|-------------------|-----------|---------|------|------|
|                          |               |  |                  | N=78 | N=36       | N=25      | N=10      | N=5               | N=2       | N=14    | N=28 | N=64 |
| 2                        | 1.1, 3.3      | D. Differentiated Methods  | <b>Mean:</b>     | 2.69 | 2.75       | 2.76      | 2.60      | 2.20              | 2.50      | 2.91    | 2.50 | 2.77 |
|                          |               |  | <b>Std. Dev:</b> | 0.52 | 0.44       | 0.44      | 0.70      | 0.84              | 0.71      | 0.2     | 0.64 | 0.42 |
| 9                        | 1.1, 1.2, 3.3 | M. Connections to Research and Theory                                    | <b>Mean:</b>     | 2.35 | 2.36       | 2.48      | 2.60      | 1.40              | 1.50      | 2.61    | 2.43 | 2.38 |
|                          |               |  | <b>Std. Dev:</b> | 0.64 | 0.64       | 0.51      | 0.52      | 0.55              | 0.71      | 0.55    | 0.56 | 0.65 |
| 9                        | 1.1, 1.2, 3.3 | N. Participates in Professional Development (PD)                         | <b>Mean:</b>     | 2.68 | 2.67       | 2.68      | 2.80      | 2.80              | 2.00      | 2.70    | 2.71 | 2.70 |
|                          |               |  | <b>Std. Dev:</b> | 0.5  | 0.53       | 0.48      | 0.42      | 0.45              | 0         | 0.525   | 0.44 | 0.49 |
| 10                       | 1.1, 3.3      | O. Demonstrates Effective Communication with Parents or Legal Guardians  | <b>Mean:</b>     | 2.35 | 2.50       | 2.40      | 2.10      | 1.40              | 2.50      | 2.56    | 2.39 | 2.39 |
|                          |               |  | <b>Std. Dev:</b> | 0.66 | 0.51       | 0.58      | 0.57      | 1.34              | 0.71      | 0.55    | 0.62 | 0.68 |
| 9                        | 1.1, 3.3      | P. Demonstrates Punctuality  | <b>Mean:</b>     | 2.91 | 2.97       | 2.96      | 2.60      | 2.80              | 3.00      | 2.83    | 2.89 | 2.94 |
|                          |               |  | <b>Std. Dev:</b> | 0.33 | 0.17       | 0.2       | 0.70      | 0.45              | 0         | 0.29    | 0.32 | 0.30 |
| 9                        | 1.1, 3.3      | Q. Meets Deadlines and Obligations                                       | <b>Mean:</b>     | 2.81 | 2.78       | 2.96      | 2.70      | 2.60              | 2.50      | 3.00    | 2.82 | 2.83 |
|                          |               |  | <b>Std. Dev:</b> | 0.43 | 0.42       | 0.2       | 0.48      | 0.89              | 0.71      | 0       | 0.48 | 0.38 |
| 10                       | 1.1, 3.3      | S. Collaboration   | <b>Mean:</b>     | 2.94 | 2.94       | 3.00      | 2.80      | 2.80              | 3.00      | 3.00    | 2.86 | 2.97 |
|                          |               |  | <b>Std. Dev:</b> | 0.29 | 0.23       | 0         | 0.63      | 0.45              | 0         | 0       | 0.46 | 0.17 |
| 10                       | 1.1, 3.3      | T. Advocacy to Meet the Needs of Learners or for the Teaching Profession | <b>Mean:</b>     | 2.65 | 2.69       | 2.88      | 2.60      | 1.40              | 2.50      | 2.83    | 2.57 | 2.70 |
|                          |               |  | <b>Std. Dev:</b> | 0.58 | 0.47       | 0.33      | 0.70      | 0.55              | 0.71      | 0.29    | 0.74 | 0.49 |
| 9                        | 1.1, 3.3      | U. Responds Positively to Feedback and Constructive Criticism            | <b>Mean:</b>     | 2.91 | 2.89       | 3.00      | 2.80      | 2.80              | 3.00      | 3.00    | 2.89 | 2.92 |
|                          |               |  | <b>Std. Dev:</b> | 0.29 | 0.32       | 0         | 0.42      | 0.45              | 0         | 0       | 0.32 | 0.27 |
| <b>Overall Mean</b>      |               |  |                  | 2.70 | 2.73       | 2.79      | 2.62      | 2.24              | 2.50      | 2.83    | 2.67 | 2.73 |
| <b>Overall Std. Dev.</b> |               |  |                  | 0.47 | 0.41       | 0.30      | 0.57      | 0.66              | 0.39      | 0.27    | 0.51 | 0.43 |



### High Leverage Teaching Practice Proficiency Rubrics Spring 2018 (1-4 scale)

|                |        |      |   | EPP    |      | UG     |      | MAT   |      | Elem   |      | P-3   |      | Secondary:<br>Eng./Span |      | HEPE  |      | TSD    |      |
|----------------|--------|------|---|--------|------|--------|------|-------|------|--------|------|-------|------|-------------------------|------|-------|------|--------|------|
|                |        |      |   | Mean   | SD   | Mean   | SD   | Mean  | SD   | Mean   | SD   | Mean  | SD   | Mean                    | SD   | Mean  | SD   | Mean   | SD   |
| INSTASC<br>Cat | INTASC | CAEP | Criteria  | N = 18 |      | N = 13 |      | N = 6 |      | N = 12 |      | N = 2 |      | N = 1                   |      | N = 2 |      | N = 12 |      |
| 4              | 9      | 1.1  | STANDARD 9:<br>Professional<br>Learning and<br>Ethical Practice<br>(NJPST 9 and 11) | 2.63   | 0.81 | 2.53   | 0.95 | 2.50  | 0.41 | 2.67   | 0.65 | 2.00  | 3.00 | 3.00                    | 0.00 | 2.50  | 2.12 | 2.75   | 0.87 |
| 4              | 10     | 1.1  | STANDARD 10:<br>Leadership and<br>Collaboration                                     | 2.74   | 0.44 | 2.62   | 0.38 | 2.50  | 0.55 | 2.67   | 0.49 | 1.41  | 0.00 | 3.00                    | 0.00 | 2.50  | 0.71 | 2.83   | 0.39 |
| Mean           |        |      |   | 2.68   |      | 2.57   |      | 2.50  |      | 2.67   |      | 1.71  |      | 3.00                    |      | 2.50  |      | 2.79   |      |
| Std. Dev.      |        |      |   | 0.26   |      | 0.40   |      | 0.10  |      | 0.11   |      | 2.12  |      | 0.00                    |      | 1.00  |      | 0.34   |      |

### 2018 Revised Alumni Survey Data: Category 4 Professional Responsibility

| InTASC Category 4 Professional Responsibility  | EPP            | UG             | Graduate<br>n=4 | ELEM<br>n=11 | Second<br>ary<br>n=6 | K-6 Art,<br>Music,<br>Health,<br>PE<br>n=3 | P-3<br>n=3    | TSD            |
|--|----------------|----------------|-----------------|--------------|----------------------|--|---------------|----------------|
|  | 2018<br>(n=22) | 2018<br>(n=19) | 2018 n=4        | 2018<br>n=11 | 2018<br>(n=6)        | 2018<br>(n=3)                              | 2018<br>(n=3) | 2018<br>(n=13) |
| learning   | 3              | 3              | 3               | 2.91         | 3.5                  | 2  | 3.5           | 2.92           |
| InTASC Category #4: (9) continually evaluate my practice   | 3.14           | 3.11           | 3.25            | 3.18         | 3.33                 | 2.33                                       | 3.5           | 3.23           |
| InTASC Category #4: (9) adapt practice to meet the needs of each learner   | 3.09           | 3.06           | 3.25            | 3.09         | 3.33                 | 2.33                                       | 3.5           | 3.15           |
| InTASC Category #4: (10) seek appropriate leadership roles   | 2.95           | 3              | 2.75            | 3.18         | 2.83                 | 2  | 3             | 2.92           |
| InTASC Category #4: (10) seek opportunities to take responsibility for students learning                                   | 2.95           | 2.94           | 3               | 3            | 3.17                 | 2  | 3.5           | 2.92           |
| InTASC Category #4: (10) collaborate with learners, families, colleagues, and other professionals to ensure learner growth | 2.71           | 2.71           | 2.75            | 3            | 2.67                 | 1.67                                       | 3             | 2.83           |
|  | 2.97           | 2.97           | 3.00            | 3.06         | 3.14                 | 2.06                                       | 3.33          | 3.00           |

Strongly Agree: 4; Agree:3; Disagree: 2; Strongly Disagree: 1

### EXIT SURVEY

Strongly Agree=5; Agree=4; Neutral=3; Disagree=2; Strongly Disagree=1

| CAEP                                    | InTASC Categ. | InTASC NJPST | Exit Survey Spring 2017<br>Professional Responsibility  | EPP<br>n=89 | MAT<br>n=27 | UG<br>n=62 | Elem<br>n=47 | Secondary<br>n=24 | TSD<br>n=32 | K-12<br>Art,<br>Music,<br>Health,<br>PE<br>n=17 | P-3<br>n=3 | ESL<br>n=5 |
|---|---------------|--------------|---|-------------|-------------|------------|--------------|-------------------|-------------|---|------------|------------|
| 1.1                                     | 4             | 9            | 20. Effectively communicate and collaborate with parents, peers, and community members.                       | 4.41        | 4.56        | 4.35       | 4.56         | 4.29              | 4.61        | 4.12  | 5          | 4          |
| 1.1                                     | 4             | 9            | 21. Effectively communicate and collaborate with school administration and other school personnel.            | 4.39        | 4.48        | 4.35       | 4.52         | 4.33              | 4.54        | 4.06  | 5          | 4.25       |
| 1.1                                     | 4             | 10           | 23. Engage in professional development activities and reflection to promote learning in the students I serve. | 4.50        | 4.67        | 4.43       | 4.54         | 4.5               | 4.61        | 4.35  | 5          | 4.5        |
| 1.1                                     | 4             | 10           | 27. Reflect on and develop appropriate teaching dispositions.   | 4.61        | 4.78        | 4.54       | 4.65         | 4.5               | 4.64        | 4.65  | 5          | 4.75       |
| 1.1, 1.2                                | 4             | 10           | 22. Use education research to make decisions that benefit my teaching.  | 4.43        | 4.63        | 4.35       | 4.48         | 4.46              | 4.61        | 4.24  | 5          | 4.25       |
| Category 4: Professional Responsibility |               |              |   | 4.41        | 4.28        | 4.46       | 4.57         | 4.44              | 4.29        | 4.41  | 4.07       | 4.40       |

| CAEP                                    | InTASC Categ. | InTASC NJPST | Exit Survey Fall 2017<br>Professional Responsibility  | EPP<br>n=89 | MAT<br>n=27 | UG<br>n=62 | Elem<br>n=47 | Secondary<br>n=24 | TSD<br>n=32 | K-12<br>Art,<br>Music,<br>Health,<br>PE<br>n=17 | P-3<br>n=3 | ESL<br>n=5 |
|---|---------------|--------------|---|-------------|-------------|------------|--------------|-------------------|-------------|---|------------|------------|
| 1.1                                     | 4             | 9            | 20. Effectively communicate and collaborate with parents, peers, and community members.                       | 4.23        | 4.83        | 4.31       | 4.64         | 4.00              | 4.65        | 3.33  | 4          | 4.23       |
| 1.1                                     | 4             | 9            | 21. Effectively communicate and collaborate with school administration and other school personnel.            | 4.37        | 5.00        | 4.31       | 4.64         | 4.33              | 4.67        | 3.67  | 4.33       | 4.37       |
| 1.1                                     | 4             | 10           | 23. Engage in professional development activities and reflection to promote learning in the students I serve. | 4.47        | 5.00        | 4.46       | 4.79         | 4.33              | 4.78        | 3.67  | 4.33       | 4.47       |
| 1.1                                     | 4             | 10           | 27. Reflect on and develop appropriate teaching dispositions.   | 4.60        | 4.83        | 4.77       | 4.79         | 4.00              | 4.76        | 4.67  | 4          | 4.60       |
| 1.1, 1.2                                | 4             | 10           | 22. Use education research to make decisions that benefit my teaching.  | 4.27        | 4.83        | 4.23       | 4.57         | 4.00              | 4.53        | 3.67  | 4          | 4.27       |
| Category 4: Professional Responsibility |               |              |   | 4.39        | 4.90        | 4.42       | 4.69         | 4.13              | 4.68        | 3.80  | 4.13       | 4.39       |

**Exit Survey (cont)**

| CAEP     | InTASC Categ. | InTASC NJPST | Exit Survey Spring 2018<br>Professional Responsibility  | EPP n=89    | MAT n=27    | UG n=62     | Elemn=47    | Secondary n=24 | TSD n=32    | K-12 Art, Music, Health, PE n=17 | P-3 n=3     | ESL n=5     |
|----------|---------------|--------------|---|-------------|-------------|-------------|-------------|----------------|-------------|----------------------------------|-------------|-------------|
| 1.1      | 4             | 9            | 20. Effectively communicate and collaborate with parents, peers, and community members.                       | 4.42        | 4.25        | 4.47        | 4.59        | 4.44           | 4.22        | 4.40                             | 4.33        | 1.1         |
| 1.1      | 4             | 9            | 21. Effectively communicate and collaborate with school administration and other school personnel.            | 4.34        | 4.15        | 4.40        | 4.38        | 4.31           | 4.22        | 4.30                             | 4.33        | 1.1         |
| 1.1      | 4             | 10           | 23. Engage in professional development activities and reflection to promote learning in the students I serve. | 4.36        | 4.30        | 4.39        | 4.57        | 4.42           | 4.33        | 4.39                             | 3.67        | 1.1         |
| 1.1      | 4             | 10           | 27. Reflect on and develop appropriate teaching dispositions.   | 4.39        | 4.25        | 4.45        | 4.58        | 4.43           | 4.22        | 4.39                             | 4.00        | 1.1         |
| 1.1, 1.2 | 4             | 10           | 22. Use education research to make decisions that benefit my teaching.  | 4.55        | 4.45        | 4.58        | 4.73        | 4.59           | 4.44        | 4.56                             | 4.00        | 1.1, 1.2    |
|          |               |              | <b>Category 4: Professional Responsibility</b>  | <b>4.41</b> | <b>4.28</b> | <b>4.46</b> | <b>4.57</b> | <b>4.44</b>    | <b>4.29</b> | <b>4.41</b>                      | <b>4.07</b> | <b>4.40</b> |

**Employer Survey Original Form**

|  | 2017<br>N=46 | 2018<br>N=10 |
|--|--------------|--------------|
|  | Mean         | Mean         |
| <b>InTASC Category #4: Professional Responsibility</b> | <b>3.36</b>  | <b>3.35</b>  |

Strongly Agree= 4 Pts; Agree=3 Pts  
Disagree= 2 Pts; Strongly Disagree= 1 Pt

Employer Survey Results (revised assessment) Spring 2018

| Q9 - InTASC Category #4: Professional Responsibility The teacher.....      |        |       |   | 2017 N=46                 |      | 2018 N=10                 |      |
|--|--------|-------|---|---------------------------|------|---------------------------|------|
| CAEP   | InTASC | NJPTS | Question  | % agree or Strongly Agree | mean | % agree or Strongly Agree | mean |
| 1.1, 1.2   | 9      | 9     | (9) engages in ongoing professional learning  | 95.65%                    | 3.48 | 90%                       | 3.20 |
| 1.1, 1.2   | 9      | 9     | (9) continually evaluates his/her practice  | 93.48%                    | 3.39 | 90%                       | 3.40 |
| 1.1, 1.2   | 9      | 9     | (9) adapts practice to meet the needs of each learner   | 89.13%                    | 3.33 | 100%                      | 3.50 |
| 1.1, 1.2   | 10     | 10    | (10) seeks appropriate leadership roles   | 93.33%                    | 3.22 | 90%                       | 3.40 |
| 1.1, 1.2   | 10     | 10    | (10) seeks opportunities to take responsibility for students learning                                   | 93.48%                    | 3.37 | 90%                       | 3.30 |
| 1.1, 1.2   | 10     | 10    | (10) collaborates with learners, families, colleagues, and other professionals to ensure learner growth | 95.65%                    | 3.39 | 90%                       | 3.30 |
| Strongly Agree= 5, Agree= 4, Neutral= 3, Disagree= 2, Strongly Disagree= 1 |        |       |   |                           | 3.36 |                           | 3.35 |