

Indicators of Teaching Effectiveness (CAEP 4.2) Initial & Advanced

The Employer ratings provided by the state of Illinois, are used as an indicator of teaching effectiveness. These ratings are gathered from The Illinois State Board of Education Survey of Demonstrated Teaching Skills. The state of Illinois collects data on effectiveness of teachers.

The results of the survey indicate that over 98% of CUC prepared teachers rated were found to be either proficient or excellent for 2019 and 2020. This is the most current data available through ISBE

2019

Initial Licensure Programs

- 83.9% Proficient n=26
- 16.1% Excellent n=5
- 0% Needs improvement n=0

Graduate Programs

- 49.1% Proficient n=105
- 49.5% Excellent n=106
- 1.4% Needs improvement n=3

2020

Initial Licensure Programs

- 83.3% Proficient n=20
- 16.7% Excellent n=4
- 1.4% Needs improvement n=3

Graduate Programs

- 47.6% Proficient n=120
- 50.79% Excellent n=128
- 1.59% Needs improvement n=4

Average Rating of the Most Recent Evaluation (2020, 4 point scale)

Undergraduate 3.17

Graduate 3.53

Measure 2: Satisfaction of Employers and Stakeholder Involvement (R4.2, R5.3, R4.1) (Initial and Advanced Levels)

Due to the limited and lacking data secured from previous deployments of the Employer and Completer surveys, the instruments were redesigned and a Phase In Plan was developed.

CUC CAEP Phase In Plan: Satisfaction of Employers

CUC will utilize the following strategies to assess employer satisfaction and determine the extent to which CUC completers reach employment milestones such as promotion and retention:

1. CUC will deploy an employer satisfaction survey each academic year in order to ascertain employer satisfaction with completer preparation and the degree to which CUC completers reach employment milestones such as promotion and retention.
2. CUC will engage in employer satisfaction interviews comprised of employers who work with completers from each advanced licensure area in order to ascertain employer satisfaction with completer preparation and the degree to which CUC completers reach employment milestones such as promotion and retention.

The data collected from the surveys and interviews will be analyzed to determine the effectiveness of CUC initial and advanced licensure preparation programs and experiences. In addition, the data will be utilized to identify completer career orientation and paths of progress for use in future planning and for continuous improvement.

This Phase In Plan is actively being implemented. The survey and interview protocol have been created, approved by the CUC IRB, and was launched in late Spring, 2022. Results will be reported by September 2022.

A4.2 CUC CAEP Phase In Plan: Satisfaction of Completers

CUC will utilize the following strategies to assess completer satisfaction and determine the extent to which CUC completers reach employment milestones such as promotion and retention:

1. CUC will deploy a completer satisfaction survey each academic year in order to determine completer satisfaction with preparation, the degree to which completers perceive their preparation as relevant to the responsibilities they confront on the job and that the preparation was effective, and the degree to which CUC completers reach employment milestones such as promotion and retention.
2. CUC will engage in completer satisfaction interviews comprised of completers from each advanced licensure area in order to ascertain completer satisfaction with preparation, the degree to which completers perceive their preparation as relevant to the responsibilities they confront on the job and that the preparation was effective, and the degree to which CUC completers reach employment milestones such as promotion and retention.

The data collected from the surveys and interviews will be analyzed to determine the effectiveness of CUC initial and advanced licensure preparation programs and experiences. In addition, the data will be utilized to identify completer career orientation and paths of progress for use in future planning and for continuous improvement.

This Phase In Plan is actively being implemented. The survey and interview protocol have been created, approved by the CUC IRB, and will be launched in late Spring, 2022.

Measure 3: Ability of Candidates to Meet Licensure Requirements (Initial & Advanced)

Content Test Exams

Our initial level programs use multiple measures to determine if our teacher candidates are ready for the profession. Content test and edTPA scores.

Pass rates on content exams are used to demonstrate the ability of our students to meet licensing requirements. Content Test Scores for the 2020-2021 academic year for initial licensure in Math, Science/Social Science, Fine Arts, Physical Development, Middle Grades 5-8 Mathematics, Middle Grades 5-8 Social Science and Special Education had a 100% pass rate. This represents 57 students. The pass rate for Language and Literacy was 94% representing 17 students. The Early Childhood Education program had a pass rate of 50%.

The pass rate for all advanced licensure programs ranged from 95%- 100%.

For almost all programs the scores of CUC candidates are within a few points of the state mean.

Content Area Pass Rate - Initial

Year	TestCode	TestPass	TestDesc	TestTakers	Mean	PassRate
2021	IL155	3	Learning Behavior Specialist I	3	265.33	100%
2021	IL163	3	Special Ed Gen Curriculum Test	3	236.5	100%
2021	IL197	7	Language and Literacy	7	228.52	100%
2021	IL199	6	Science/Social Science	6	262.17	100%
2021	IL200	7	Fine Arts, Phys Development	7	264.86	100%
2021	IL202	2	Middle Grades 5-8 Mathematics	2	266.5	100%
2021	IL204	2	Middle Grades 5-8 Social Scien	2	274.5	100%
2021	IL206	7	Early Childhood Education	7	240.08	100%

Content Area Pass Rate - Advanced

Year	TestCode	TestPass	TestDesc	TestTakers	Mean	PassRate
2021	IL155	14	Learning Behavior Specialist I	14	274.86	100%
2021	IL178	11	Technology Specialist	11	260	100%
2021	IL195	183	Principal Instruction Leader 1	183	265.86	100%
2021	IL196	177	Principal Instruction Leader 2	178	252.21	99%
2021	IL221	23	Reading Specialist	25	258.77	92%
2021	IL224	18	Chief School Business Official	19	245.96	95%
2021	IL225	10	Superintendent	10	267.5	100%
2021	OH015	53	Educational Leadership	57	238.17	93%
2021	OH038	NA	OAE 038 Ohio Reading Test	NA	266.5	100%
2021	OH039	NA	OAE 039 Reading Subtest 2	NA	248	100%

Measure 3: Candidates Competency at Program Completion (Initial and Advanced Level)

edTPA Assessment

edTPA is an assessment of teacher education candidates' skills in planning instruction, conducting instruction, and assessment of student learning. It is a nationally used assessment for initial licensure and is scored by professional educators external to Concordia University. The edTPA assessment is required for all teacher candidates and passing it is a requirement for an Illinois teaching license. Due to the Covid-19 pandemic the state waived the requirement for licensure. Because the assessment is a requirement for graduation, CUC decided to have candidates submit the assessment to the university instead of to Pearson. We recognize the limitations of this data but felt it was necessary to hold students to high standards and expectations. All submission were evaluated by COE faculty.

edTPA Fall 2020

Semester	Description	CUC_N	CUC Mean	State Mean	NtlMean
Fall 2020	K-12 Physical Education	1	40	40.5	44.9
Fall 2020	Mid Childhood His	1	41.5	45	42.9
Fall 2020	Secondary English-Language Art	5	44.8	45.7	45.8
Fall 2020	Secondary History/Soc Studies	1	40	44.7	44.1
Fall 2020	Secondary Science	3	43	47	40.5
Fall 2020	Secondary PE	1	39	46.5	43.4
Fall 2020	Elementary	5	42	52	44.3
Fall 2020	K-12 Music	2	46	52.6	49
Fall 2020	Secondary Math	1	40	40.8	40
Fall 2020	Early Childhood	6	41.5	42	40.7

edTPA Spring 2021

Semester	Description	CUC_N	CUC Mean	State Mean	NtlMean
Spring 2021	Early Childhood	2	45	41.8	41.2
Spring 2021	Elementary	13	44	45.5	44.5
Spring 2021	K-12 Music	3	45	45.8	45.2
Spring 2021	K-12 Physical Education	1	45	41.4	39.9
Spring 2021	Secondary English-Language Art	3	49	47	46.5
Spring 2021	Secondary History/Soc Studies	2	43.00	46.5	45.3
Spring 2021	Secondary Mathematics	2	48.50	40.2	40
Spring 2021	Secondary Science	5	39.83	42	41.9
Spring 2021	Special Education	3	45.00	46.8	44.7

Measure 4: Ability of completers to be hired in education positions for which they have prepared (Initial & Advanced levels)

Concordia University Chicago's completers have ample employment opportunities in their fields of study across Illinois and beyond. We do retrieve employment data for those who accept employment in public and Lutheran schools. However, it is more difficult to track those who seek employment out of state or outside public or Lutheran school settings. The data indicate the average percentage of program graduates who hold a teaching position in their field of study during 2020 is 82.6%. This number is up from last year and is comparable to state averages.

