

## CAEP Measure 3 Narrative

2018-2019

IUP will continue to deploy employer surveys on a timeline that reflects the cyclical process of collecting the case studies. IUP appreciates and respects these working relationships with P12 partners and will intentionally request timely participation that does not overtax district participation.

Additional aggregate completer data was provided by the Human Resources Department of Pittsburgh Public School (PPS) through the School District University Collaborative (SDUC). IUP is an active member and participant of SDUC. This recent performance report collected data from IUP completers between July 2010 and May 2017. PPS combined performance measures of professional practice, student learning and growth, and student feedback to create a combined effectiveness measure or CEM. Scores range from failing to distinguished. The distinguished category has a range of 210 to 300. An aggregate score of 218 was reported for IUP completers demonstrating employer satisfaction. IUP completers also tended to have higher retention scores of 91% for one year, 77% for two years, and 76% for three years. All hires across universities scored at 84%, 72%, and 64% respectively. Retention was noted as slightly better than the Ad Hires category for one year and three years. PPS and IUP continue to partner in undergraduate and graduate placements. PPS is an active partner and requests Literacy Graduates each year as well as service teacher placements. An active partnership continues to thrive at two elementary buildings within PPS where teachers mentor several Professional Development school students each year.

Currently, Advanced Programs phase in plans are in development. Additional questions may be added to the employer survey to cover a larger program reach as employers hire completers across programs.

### 4.3 Employment Milestones and Employer Satisfaction

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their assigned responsibilities working with P12 students. Standards: 1, 2, 4, 9, and 10 and InTASC Critical Disposition

One employer disagreed on the following InTASC Standards: 3, 5, 7, and 8 and InTASC Critical Disposition 5. Three employers disagreed with InTASC Standard 6 and two employers disagreed with InTASC Critical Disposition Standard 1 (See CAEP 4 Employer Survey Results).

Qualitative feedback from employers was very positive. When asked if employers were satisfied with the results of the survey, all responded affirmatively. One employer stated, "I am very satisfied with the results of the survey. The data is very helpful and provides a clear picture of the current state of our district. I will continue to work with IUP to improve our programs and services." (See CAEP 4 Employer Survey Results)

(SHSS1) is a consummate professional in his approach to his role and responsibilities as an educator and is a teacher leader among the faculty of our building. He is very adept at maintaining focus on the goals and objectives educating students while communicating

principal who was evaluating a third characteristics of a teacher who has 5+ years of experience. She is a natural. Her instructional

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VWXG\ KDYH HDU Qes; Give Ors; Wderb (13%) have additional credits beyond a  
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participants earned their Principal Certification; and one teacher earned her Special Education  
with Autism Endorsement. One teacher is currently enrolled in an IUP Doctoral Program, and  
one teacher is working toward her Education Specialist in Educational Technology certification  
at another university. These data demonstrate that IUP completers are ready for employment