



Indicators of Teaching Effectiveness

Annual Reporting Measure 2

CAEP Standard 4.2: The provider demonstrates, through structured and validated observation instruments and/or student surveys, that completers effectively apply the professional knowledge, skills, and dispositions that the preparation experiences were designed to achieve.

The TEAM evaluation process is to provide educators with a model that helps them continuously improve their practice. By using observations and data together, TEAM allows teachers and school leaders to have an ongoing dialogue about how what happens in the classroom impacts student performance. Ultimately, growth in a teacher’s skills leads to growth in student achievement.¹

Individual Observation Scores 2016-2017

| | EPP | TDOE |
|---|------------------|------------------|
| Indicator | 2016-2017 | 2016-2017 |
| Percentage of Completers with Level 3+LOE | 93.80% | 93.95% |
| Percentage of Completers with Observation - Level 1 | 0 | 0.16% |
| Percentage of Completers with Observation - Level 2 | 6.30% | 5.89% |
| Percentage of Completers with Observation - Level 3 | 41.70% | 42.89% |
| Percentage of Completers with Observation - Level 4 | 45.80% | 42.69 |
| Percentage of Completers with Observation - Level 5 | 6.30% | 8.38% |

Observation Scores by Domain

| | EPP | TDOE |
|-----------------------------------|-----------|-----------|
| Average Observation Domain Scores | 2016-2017 | 2016-2017 |
| Instruction | 3.4 | 3.42 |
| Planning | 3.6 | 3.652 |
| Environment | 4 | 4 |

Observation Scores by Level

| Indicator | 2016-2017 | |
|---|--------------------|---------------|
| | Post-Baccalaureate | Undergraduate |
| Percentage of Completers with Level 3+LOE | 88.10% | 88.40% |
| Percentage of Completers with Observation - Level 1 | 0 | 0.80% |
| Percentage of Completers with Observation - Level 2 | 11.90% | 10.90% |
| Percentage of Completers with Observation - Level 3 | 30.30% | 30.20% |
| Percentage of Completers with Observation - Level 4 | 37.60% | 45.70% |
| Percentage of Completers with Observation - Level 5 | 20.20% | 12.40% |

Observation Indicator

| <i>Observation</i> | <i>EPP</i> | <i>TDOE</i> |
|------------------------------|------------------|------------------|
| <i>Indicator</i> | <i>2016-2017</i> | <i>2016-2017</i> |
| <i>Average</i> | <i>M</i> | <i>M</i> |
| Standards and Objectives | 3.2 | 3.4 |
| Motivating Students | 3.7 | 3.7 |
| Presenting Content | 3.3 | 3.4 |
| Lecture Structure and Pacing | 3.2 | 3.3 |
| Activities and Materials | 3.5 | 3.5 |
| Questioning | 2.9 | 3.2 |
| Academic Feedback | 3.2 | 3.3 |
| Grouping Students | 3.1 | 3.3 |
| Content Knowledge | 3.9 | 3.9 |
| Knowledge of Students | 3.6 | 3.6 |
| Thinking | 3.5 | 3.2 |
| Problem Solving | 3.6 | 3.2 |
| Instructional Plans | 3.9 | 3.9 |
| Student Work | 3.6 | 3.7 |
| Assessment | 3.5 | 3.5 |
| Expectations | 3.6 | 3.8 |
| Managing Student Behavior | 3.9 | 3.9 |
| Environment | 4 | 4.1 |
| Respectful Culture | 4.1 | 4.2 |

Level of Effectiveness Scale

| Score Range | Level of Overall Effectiveness (LOE) Scale |
|-------------|--|
| <200 | 1 |
| 200-274.99 | 2 |
| 275-349.99 | 3 |
| 350-424.99 | 4 |
| 425-500 | 5 |