

**Annual Report Section 4. Display of Annual Reporting Measures for AY2024 to 2025**

<https://www.bakeru.edu/caep>

**Measure 1 (Initial): Indicators of teaching effectiveness (R4.1)** in applying professional knowledge, skills, and dispositions.

The 2023-2025 Survey Monkey assessments focus on completer effectiveness in applying professional knowledge, skills, and dispositions. Through Likert-style ratings of Novice, Proficient, Accomplished and Exemplary, completers selected their perceived mastery level as follows: *Learner and Learning Environment (item #1), Planning Units and Lessons (item #2), Understanding My Learners (item #4), Utilizing Methods of Teaching and Instruction (item #5), Assessing and Tracking Student Performance (item #7), Technology (item #12), Equity of all Learners (item 13).*

Of the 13 graduates from Fall 23 to Spring 2024, ten participated in the First Year Teacher Panel on April 24, 2025. Of the ten participating graduates, 50% responded to the assessment.

**Completers**

Teacher Education Survey Question and Thematic Section	InTASC Standard	Spring 2021 mean	Spring 2023 mean	Spring 2025 mean
Q1 Learner and Learning Environment	3	3.22	3.24	3.60
Q2 Planning Units and Lessons	7	3.05	3.31	3.28
Q4 Understanding My Learners	1,2	3.44	3.29	3.80
Q5 Utilizing Methods of Teaching and Instruction	8	2.87	3.20	3.47
Q7 Assessing and Tracking Student Performance	6	3.0	3.17	3.80
Q12 Technology Integration	3,5,7,10	2.67	3.25	3.60
Q13 Equity of All Learners	1-4,7,9	3.08	3.29	3.45
<b>OVERALL AVERAGE</b>		<b>3.05</b>	<b>3.25</b>	<b>3.57</b>
N size		3	7	5: 10
Percentage rate of return				50.0%

Rating	4-pt Scale
Exemplary	3.60-4.00
Accomplished	3.20-3.59
Proficient	2.80-3.19
Novice	0.00-2.79

Over the three cycles, the overall average continues to increase, while remaining higher than 2.80, which represents proficient and above. This data demonstrates completer effectiveness in applying professional knowledge, skills, and dispositions.

Of the employer details provided by the ten panelists, 40% of Employers responded to the 2024-2025 survey demonstrating complete effectiveness in applying professional knowledge, skills, and dispositions.

### Employers

Teacher Education Survey Question and Thematic Section	InTASC Standard	Spring 2021 mean	Spring 2023 mean	Spring 2025 mean
Q1 Learner and Learning Environment	3		2.93	2.75
Q2 Planning Units and Lessons	7		3.09	2.85
Q4 Understanding My Learners	1,2		3.20	2.58
Q5 Utilizing Methods of Teaching and Instruction	8		2.72	3.19
Q7 Assessing and Tracking Student Performance	6		2.60	2.54
Q12 Technology Integration	3,5,7,10		3.10	3.00
Q13 Equity of All Learners	1-4,7,9		2.85	2.81
<b>OVERALL AVERAGE</b>			<b>2.93</b>	<b>2.82</b>
N size		*1	5: 15	4: 10
Percentage rate of return			33.3%	40.0%

\*N is too small

Rating	4-pt Scale
Exemplary	3.60-4.00
Accomplished	3.20-3.59
Proficient	2.80-3.19
Novice	0.00-2.79

Both cycles for Spring 2023 and Spring 2025 are higher than an overall average of 2.80 which represents proficient and above. This data demonstrates complete effectiveness in applying professional knowledge, skills, and dispositions.