



## **Annual Reporting Measures 2023**

(CAEP Component 5.4 | A 5.4)

### **Measure 1: Completer Impact and Effectiveness**

#### **Impact on P-12 learning and development (Component 4.1)**

2021-2022: State provided data indicated 5 graduates were evaluated using Student Learning outcome data. All were scored with an overall rating of MET. For 2 certified as Elementary Education, 2 were scored Proficient. For 2 certified as Music Education, 2 were scored Proficient. For 1 certified as Physical Education Teacher Education, 1 was scored Exemplary.

2020-2021: State provided data indicated 10 graduates were evaluated using Student Learning outcome data. All were scored with an overall rating of MET. For 5 certified as Early Childhood, 4 were scored Proficient, 1 was scored Exemplary. For 5 certified as Elementary Education, 3 were scored Proficient, 2 were scored Exemplary.

2019-2020: State provided data indicated 10 graduates were evaluated using Student Learning outcome data. All were scored with an overall rating of MET. Names or licensure areas were not provided which prevented disaggregation. No individual SLO submissions were received from individual graduates.

#### **Indicators of teaching effectiveness (Component 4.1)**

South Carolina has a state-wide evaluation system (ADEPT) which is implemented in each EPP and district. The tables below indicate our graduates' performance in each of the ADEPT standards.

#### **Student Graduate Evaluation Results (ADEPT) Report**





Analysis: (N=5) Limestone University Teacher Education averages were significantly below state averages in only 4 of 29 categories. Within the 4 categories, Standards and Objectives and Instructional Plans continued to trend downward. Standards and Objectives failed to meet the goal of 3,00.

We understand that with n=26 graduates evaluated over three years and n=5 in 2021-2022, our populations are very small and subject to an inordinate impact from a single evaluation. We do see a problematic trend in Standards and Objectives. We are currently discussing a plan to revise instruction of both Standards and Objectives and Instructional Plans by expanding methods classes from 3 to 6 hours. We continue to be very pleased with the increases we have seen in professionalism. Professionalism has been a point of emphasis for our programs during the last three years.

## **Measure 2: Satisfaction of Employers and Stakeholder Involvement**

2021-2022: Six principals responded to the Employer survey for a return rate of 40%. Results reflect the employer satisfaction with 6 of 15 graduates total. While this cohort consisted of 18 graduates, the survey only went to 15 employers as two graduates are in graduate school and one was unreachable.

Results were:

100% The Teacher has demonstrated a passion for all/most of the students in the classroom and school.

83% The Teacher has demonstrated a strong/adequate passion for teaching.

100% The Teacher has demonstrated a strong/adequate passion for learning.

83% The Teacher has demonstrated a strong/adequate ability to teach the content for the teaching assignment.

83% The Teacher has demonstrated a strong/adequate ability to use appropriate pedagogy (teaching strategies) when teaching students.

83% The Teacher has demonstrated a strong/adequate ability to assess students.

83% The Teacher has demonstrated strong/adequate ability to use data to make decisions about instruction.

100% The Teacher has demonstrated strong/adequate classroom management abilities.

100% The Teacher has demonstrated strong/adequate cultural competence pertaining to students.

100% The teacher demonstrates an ability to work with diverse P-12 students and their families/caregivers.

100% The Teacher has demonstrated a strong/adequate ability to advocate for students.

100% The Teacher has demonstrated as strong/adequate ability to communicate with students, colleagues, and parents.

100% The Teacher has demonstrated a strong/adequate professional appearance.

83% The Teacher has demonstrated a strong/adequate ability to be an active colleague in school.

100% The Teacher has demonstrated strong/adequate soft skills.

100% The Teacher has demonstrated a strong/adequate positive work ethic.



Analysis:

Strengths: Passion for teaching and students; ability to teach content; assessment; ability to use data; classroom management; cultural competence; advocate for students; communication; professional appearance; collegiality; positive work ethic

Areas for Improvement: Standards and Objectives and Instructional Plans trended downward over three cycles.

2020-2021: Three principals responded to the Employer survey for a return rate of 30%. Results reflect the employer satisfaction of 3/10 graduates total. While this cohort consisted of 12 graduates, the survey only went to 8 employers as two principals hired two of our graduates. One graduate chose to serve in the military. A second graduate returned to Zimbabwe to teach.

100% The Teacher has demonstrated a passion for all/most of the students in the classroom and school.

66.7% The Teacher has demonstrated a strong/adequate passion for teaching.

66.7% The Teacher has demonstrated a strong/adequate passion for learning.

66.7% The Teacher has demonstrated a strong/adequate passion for the education profession as a whole.

100% The Teacher has demonstrated a strong/adequate ability to teach the content for the teaching assignment.

66.7% The Teacher has demonstrated a strong/adequate ability to use appropriate pedagogy (teaching strategies) when teaching students.

100% The Teacher has demonstrated a strong/adequate ability to assess students.

66.7% The Teacher has demonstrated strong/adequate ability to use data to make decisions about instruction.

100% The Teacher has demonstrated a strong/adequate ability to use technology to teach students.

66.7% The Teacher has demonstrated strong/adequate classroom management abilities.

66.7% The Teacher has demonstrated strong/adequate cultural competence pertaining to students.

33.3% The Teacher has demonstrated strong/adequate ability to be a leader in a school.

100% The Teacher has demonstrated a strong/adequate ability to advocate for students.

66.7% The Teacher has demonstrated a strong/adequate ability to advocate for the teaching profession.

100% The Teacher has demonstrated a strong/adequate ability to positively contribute to the legacy of the Limestone Teacher Education Program.

100% The Teacher has demonstrated a strong/adequate ability to communicate with students, colleagues, and parents.

100% The Teacher has demonstrated a strong/adequate professional appearance.

33.3% The Teacher has demonstrated a strong/adequate ability to participate in the community.



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- \*66.7% The Teacher has demonstrated a strong/adequate ability to be an active citizen.
- 100% The Teacher has demonstrated a strong/adequate ability to present one's self professionally on social media.
- 100% The Teacher has demonstrated a strong/adequate ability to be an active colleague in school.
- 100% The Teacher has demonstrated strong/adequate soft skills.
- 100% The Teacher has demonstrated a strong/adequate positive work ethic.
- \*Indicates one non-response to the question

Analysis:

Strengths: Passion for students; ability to teach content; assessment; ability to use technology; advocate for students; ability to positively contribute to the Teacher Education Program; communication; professional appearance; social media presence; ability to be an active colleague; soft skills; positive work ethic

Areas for Improvement: Ability to be a leader in a school; ability to participate in the community.

2019-2020: Three principals responded to the Employer survey for a return rate of 30%. Results reflect the Employer satisfaction of 3/10 graduates total. While this cohort consisted of 11 graduates, the survey only went to 10 employers as one retired at the time of this report.

- 100% The Teacher has demonstrated a passion for all/most of the students in the classroom and school.
- 100% The Teacher has demonstrated a strong/adequate passion for teaching.
- 100% The Teacher has demonstrated a strong/adequate passion for learning.
- 100% The Teacher has demonstrated a strong/adequate passion for the education profession as a whole.
- 100% The Teacher has demonstrated a strong/adequate ability to teach the content for the teaching assignment.
- 100% The Teacher has demonstrated a strong/adequate ability to use appropriate pedagogy (teaching strategies) when teaching students.
- 100% The Teacher has demonstrated a strong/adequate ability to assess students.
- 100% The Teacher has demonstrated strong/adequate ability to use data to make decisions about instruction.
- 100% The Teacher has demonstrated a strong/adequate ability to use technology to teach students.
- 100% The Teacher has demonstrated strong/adequate classroom management abilities.
- 100% The Teacher has demonstrated strong/adequate cultural competence pertaining to students.
- 100% The Teacher has demonstrated strong/adequate ability to be a leader in a school.
- 100% The Teacher has demonstrated a strong/adequate ability to advocate for students.
- 100% The Teacher has demonstrated a strong/adequate ability to advocate for the teaching profession.



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100% The Teacher has demonstrated a strong/adequate ability to positively contribute to the legacy of the Limestone Teacher Education Program.

100% The Teacher has demonstrated as strong/adequate ability to communicate with students, colleagues, and parents.

100% The Teacher has demonstrated a strong/adequate professional appearance.

\*66.7% The Teacher has demonstrated a strong/adequate ability to participate in the community.

100% The Teacher has demonstrated a strong/adequate ability to be an active citizen.

\*33.3% The Teacher has demonstrated a strong/adequate ability to present one's self professionally on social media.

100% The Teacher has demonstrated a strong/adequate ability to be an active colleague in school.

100% The Teacher has demonstrated strong/adequate soft skills.

100% The Teacher has demonstrated a strong/adequate positive work ethic.

\*Indicates two non-responses to the question

Analysis:

Strengths: Passion for students, teaching, learning and the teaching profession; ability to teach content; use of pedagogy; assessment; use of data for decision making; use of technology; classroom management; cultural competence; ability to be a leader in the school; advocate for students; advocate for the teaching profession; ability to positively contribute to the legacy of Teacher Education; communication; professional appearance; ability to be an active citizen and colleague; soft skills; positive work ethic

Areas for Improvement: Ability to present oneself professionally on social media.

### **Measure 3: Candidate Competency at Program Completion**

#### **Employment Milestones: (South Carolina Department of Education)**

2021-2022: (N=18) All bachelor's level; 56% received the R2S Requirement endorsement and 44% received the R2S Literacy Teacher endorsement.

2020-2021: (N=12) All bachelor's level; 17% received the R2S Requirement endorsement and 83% received the R2S Literacy Teacher endorsement.

2019-2020: (N=10) All bachelor's level; 40% received the R2S Requirement endorsement and 60% received the R2S Literacy Teacher endorsement.



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### **Graduation Rates (initial):**

All candidates who met all application and course requirements, passed licensure exams, and successfully completed clinical practice were considered to be completers and eligible for graduation.

2021-2022: 100%

2020-2021: 100%

2019-2020: 100%

### **Ability of completers to meet licensing (certification) and any additional state requirements; Title II (initial & advanced levels)**

2021-2022: 100% certified in South Carolina

2020-2021: 100% certified in South Carolina

2019-2020: 100% certified in South Carolina

See <https://my.limestone.edu/academic-resources/teacher-education-program/reports> for Title 2 reports.

### **Measure 4: Ability of Completers to be Hired in Education Positions for Which They Have Been Prepared**

2021-2022: 89% Teaching, 11% Graduate School

2020-2021: 83.3% Teaching, 8.3% Active Military, 8.3% Unknown

2019-2020: 100% Teaching

### **Student loan default rates and other consumer information:**

2021-2022: 0%

2020-2021: 0%

2019-2020: 0%

Costs of SC Applications and background checks are available at <https://ed.sc.gov/educators/teaching-in-south-carolina/aspiring-educators/student-teaching/>

Institutional Consumer Information can be found at <https://www.limestone.edu/student-consumer-information>

Costs: <https://my.limestone.edu/offices/financial-aid/costs>