

Measure 4. Completer Surveys

The following document presents data and findings associated with Quinnipiac University School of Education Completer Surveys. These include the completer **Exit** (Section 4.4.a), **One-Year Out** (Section 4.4.b), and **Two-Year Out** (Section 4.4.c) surveys.

The surveys are aligned to the **10 InTasc Standards** (considered to be the knowledge, skills, and dispositions expected of effective teachers) organized and presented by the four categories: Learner and Learning, Content Knowledge, Instructional Practice, Professional Responsibility. Completers are asked to self-report their ability as Below Standard (1), Developing (2), Proficient (3), or Exemplary (4) for each item. Cohort mean scores for each item, as well as the percent of completers within a cohort who rated themselves at a given level for a given item, are presented in turn. The surveys also include three open-ended prompts. Those open-ended prompt responses that have been coded at this time are shared below.

The three surveys are identical in nature, differing only in the timing of data collection. In this way, it is possible to meaningfully compare different cohorts' perceptions of their abilities on 10 InTasc Standards at various time points, as well as examine the stability of a particular cohort's perceptions over time (immediately upon program completion, and after the first and second years as teachers of record). Where possible, data for a given cohort at different time points is presented side-by-side within the same table.

We find that, overall, candidates report feeling well prepared in skills and practices associated with the 10 InTasc Standards and that those perceptions remain quite stable over time.

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Completer Exit Survey

4.4.a. Completer exit survey

Table 4.4.a.1. Background information on 2017, 2018, and 2019 completers who completed the exit survey

	2017 Completers (n = 19)	2018 Completers (n = 22)	2019 Completers (n = 50)
Response Rate	37%	55%	80%
Five year elementary	21%	55%	50%
Five year secondary	58%	23%	24%
Five semester elementary	16%	18%	10%
Five semester secondary	5%	4%	16%

Table 4.4.a.2. Alpha reliability of overall scales and subscales on completer exit survey

	Cronbach's Alpha Reliability
The Learner and Learning Items	.86
Content Knowledge Items	.81
Instructional Practice Items	.89
Professional Responsibility Items	.79
All Items	.95

Table 4.4.a.3. Completers' perception of preparedness to meet standards related to Learner and Learning: Exit Survey

	2017 Completers (n = 19) Mean (SD)	2018 Completers (n = 29) Mean (SD)	2019 Completers (n = 50) Mean (SD)
1. I understand how learners grow and develop	3.47 (.61)	3.77 (.43)	3.56 (.58)
2. I recognize that patterns of learning and development vary individually and across the cognitive, linguistic, social, emotional and physical areas	3.53 (.51)	3.82~ ^a (.40)	3.84* (.42)
3. I design and implement developmentally appropriate and challenging learning experiences for learners	3.11 (.81)	3.77** (.43)	3.66** (.56)
4. I use the understanding of individual differences to ensure inclusive learning environments that enable each learner to meet high standards	3.47 (.61)	3.77 (.43)	3.80* (.40)
5. I use understanding of diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards	3.37 (.76)	3.50 (.67)	3.46 (.65)
6. I work with others to create environments that support individual and collaborative learning	3.68 (.48)	3.86 (.35)	3.92* (.27)
7. I work with others to create environments that encourage positive social interaction	3.74 (.45)	3.91 (.29)	3.82 (.39)
8. I work with others to create environments that encourage active engagement in learning	3.74 (.56)	3.86 (.35)	3.76 (.48)
9. I work with others to create environments that encourage self-motivation.	3.74 (.45)	3.82 (.39)	3.66 (.56)
Overall mean rating across learner and learning Items	3.54 (.46)	3.79~ (.29)	3.72 (.31)

~ $p \leq .10$; * $p \leq .05$; ** $p \leq .01$; *** $p \leq .001$

a. To be interpreted as a marginally significant difference between 2018 completers and 2017 completers. In all cases, the significant differences lie between the 2018 or 2019 completers and the 2017 completers

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4.4.a.4. Percent of Completers Self-Rated Performance Levels on Items Related to Learner and Learning:
Exit Survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
1. I understand how learners grow and develop.	2017	19	0	5.3	42.1	52.6
	2018	22	0	0	22.7	77.3
	2019	50	0	4.0	36.0	60.0
	Total	91	0	3.3	34.1	62.6
2. I recognize that patterns of learning and development vary individually and across the cognitive, linguistic, social, emotional and physical areas	2017	19	0	0	47.3	52.6
	2018	22	0	0	18.2	81.8
	2019	50	0	2.0	12.0	86.0
	Total	91	0	1.1	20.9	78.0
3. I design and implement developmentally appropriate and challenging learning experiences for learners	2017	19	0	26.3	36.8	36.8
	2018	22	0	0	22.7	77.3
	2019	50	0	4.0	26.0	70.0
	Total	91	0	7.7	27.5	64.8
4. I use the understanding of individual differences to ensure inclusive learning environments that enable each learner to meet high standards	2017	19	0	5.3	42.1	52.6
	2018	22	0	0	22.7	77.3
	2019	50	0	0	20.0	80.0
	Total	91	0	1.1	25.3	73.6
5. I use understanding of diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards	2017	19	0	15.8	31.6	52.6
	2018	22	0	9.1	31.8	59.1
	2019	50	0	8.0	38.0	54.0
	Total	91	0	9.9	35.2	54.9
6. I work with others to create environments that support individual and collaborative learning	2017	19	0	0	31.6	68.4
	2018	22	0	0	13.6	86.4
	2019	50	0	0	8.0	92.0
	Total	91	0	0	14.3	85.7
7. I work with others to create environments that encourage positive social interaction	2017	19	0	0	26.3	73.7
	2018	22	0	0	9.1	90.9
	2019	50	0	0	18.0	82.0
	Total	91	0	0	17.6	82.4
8. I work with others to create environments that encourage active engagement in learning	2017	19	0	5.3	15.8	78.9
	2018	22	0	0	13.6	86.4
	2019	50	0	2.0	20.0	78.0
	Total	91	0	2.2	17.6	80.2
9. I work with others to create environments that encourage self-motivation.	2017	19	0	0	26.3	73.7
	2018	22	0	0	18.2	81.8
	2019	50	0	4.0	26.0	70.0
	Total	91	0	2.2	24.2	73.6

Table 4.4.a.5. Completers' perception of preparedness to meet standards related to Content Knowledge: Exit Survey

	2017 Completers (n = 19) Mean (SD)	2018 Completers (n = 29) Mean (SD)	2019 Completers (n = 50) Mean (SD)
10. I understand the central concepts, tools of inquiry and the structures of the discipline(s) I teach.	3.47 (.70)	3.64 (.49)	3.64 (.53)
11. I create learning experiences that make aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	3.42 (.69)	3.73 (.46)	3.72 (.50)
12. I use differing perspectives to engage learners in critical thinking.	3.63 (.68)	3.68 (.48)	3.56 (.58)
13. I engage learners in collaborative problem solving related to authentic local and global issues.	3.37 (.76)	3.32 (.78)	3.34 (.76)
Overall mean rating across all content items	3.47 (.61)	3.59 (.44)	3.57 (.47)

4.4.a.6. Percent of Completers' Self-Rated Performance Levels on Items Related to Content Knowledge: Exit Survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
10. I understand the central concept, tools of inquiry and the structures of the discipline(s) I teach.	2017	19	0	10.5	31.6	57.9
	2018	22	0	0	36.4	63.6
	2019	50	0	2.0	32.0	66.0
	Total	91	0	3.3	33.0	63.7
11. I create learning experiences that make aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	2017	19	0	10.5	36.8	52.6
	2018	22	0	0	27.3	72.7
	2019	50	0	2.0	24.0	74.0
	Total	91	0	3.3	27.5	69.2
12. I use differing perspectives to engage learners in critical thinking.	2017	19	0	15.8	31.6	52.6
	2018	22	0	18.2	31.8	50.0
	2019	50	2.0	12.0	36.0	50.0
	Total	91	1.1	14.3	34.1	50.5
13. I engage learners in collaborative problem solving related to authentic local and global issues.	2017	19	0	18.2	54.5	27.3
	2018	22	5.6	16.7	66.7	11.1
	2019	50	0	6.7	66.7	26.7
	Total	91	2.3	13.6	63.6	20.5

Table 4.4.a.7. Completers' perception of preparedness to meet standards related to Instructional Practice: Exit Survey

	2017 Completers (n = 19) Mean (SD)	2018 Completers (n = 29) Mean (SD)	2019 Completers (n = 50) Mean (SD)
14. I use multiple methods of assessment to engage learners in their own growth.	3.11 (.94)	3.77** ^a (.53)	3.70** (.58)
15. I use multiple methods of assessment to monitor learner progress.	3.26 (.81)	3.86** (.47)	3.72** (.50)
16. I use multiple methods of assessment to guide my decision making.	3.26 (.87)	3.77* (.43)	3.80** (.45)
17. I use multiple methods of assessment to guide the learners' decision making.	3.21 (.71)	3.73* (.46)	3.50 (.74)
18. I plan instruction that supports every student in meeting rigorous learning goals.	3.47 (.61)	3.82~ (.39)	3.72 (.45)
19. I plan instruction that draws upon knowledge of content areas, curriculum, cross-disciplinary skills and pedagogy.	3.37 (.68)	3.64 (.49)	3.70~ (.51)
20. I plan instruction that draws upon the knowledge of learners and the context of the community.	3.26 (.73)	3.64 (.66)	3.66~ (.59)
21. I understand and use a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections.	3.53 (.70)	3.73 (.46)	3.70 (.54)
22. I encourage learners to build skills and apply knowledge in meaningful and authentic ways.	3.58 (.69)	3.64 (.66)	3.84 (.47)
Overall mean rating across instructional practice items	3.34 (.57)	3.73** (.39)	3.70** (.36)

~ $p \leq .10$; * $p \leq .05$; ** $p \leq .01$; *** $p \leq .001$

a. To be interpreted as a significant difference between 2018 completers and 2017 completers. In all cases, the significant differences lie between the 2018 or 2019 completers and the 2017 completers

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4.4.a.8 Percent of Completers Self-Rated Performance Levels on Items Related to Instructional Practice:
Exit Survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
15. I understand and use multiple methods of assessment to engage learners in their own growth.	2017	19	5.3	21.1	31.6	42.1
	2018	22	0	4.5	13.6	81.8
	2019	50	0	6.0	18.0	76.0
	Total	91	1.1	8.8	19.8	70.3
16. I understand and use multiple methods of assessment to monitor learner progress.	2017	19	5.3	5.3	47.4	42.1
	2018	22	0	4.5	4.5	90.9
	2019	50	0	2.0	24.0	74.0
	Total	91	1.1	3.3	24.2	71.4
17. I understand and use multiple methods of assessment to guide my decision making.	2017	19	5.3	10.5	36.8	47.4
	2018	22	0	0	22.7	77.3
	2019	50	0	2.0	16.0	82.0
	Total	91	1.1	3.3	22.0	73.2
18. I understand and use multiple methods of assessment to guide the learners' decision making.	2017	19	0	15.8	47.4	36.8
	2018	22	0	0	27.3	72.7
	2019	50	2.0	8.0	28.0	62.0
	Total	91	1.1	7.7	31.9	59.3
19. I plan instruction that supports every student in meeting rigorous learning goals.	2017	19	0	5.3	42.1	52.6
	2018	22	0	0	18.2	81.8
	2019	50	0	0	28.0	72.0
	Total	91	0	1.1	28.6	70.3
20. I plan instruction that draws upon knowledge of content areas, curriculum, cross-disciplinary skills and pedagogy.	2017	19	0	10.5	42.1	47.4
	2018	22	0	0	36.4	63.6
	2019	50	0	2.0	26.0	72.0
	Total	91	0	3.3	31.9	64.8
21. I plan instruction that draws upon the knowledge of learners and the context of the community.	2017	19	0	15.8	42.1	42.1
	2018	22	0	9.1	18.2	72.7
	2019	50	0	6.0	22.0	72.0
	Total	91	0	8.8	25.3	65.9
22. I understand and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections.	2017	19	0	10.5	26.3	63.2
	2018	22	0	0	27.3	72.7
	2019	50	0	4.0	22.0	74.0
	Total	91	0	4.4	24.2	71.4
23. I encourage learners to build skills and apply knowledge in meaningful and authentic ways.	2017	19	0	10.5	21.1	68.4
	2018	22	0	9.1	18.2	72.7
	2019	50	0	4.0	8.0	88.0
	Total	91	0	6.6	13.2	80.2

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Table 4.4.a.9. Completers' perception of preparedness to meet standards related to Professional Responsibility: Exit Survey

	2017 Completers (n = 19) Mean (SD)	2018 Completers (n = 29) Mean (SD)	2019 Completers (n = 50) Mean (SD)
23. I engage in ongoing professional learning and use that learning to continually evaluate and adjust my practice.	3.68 (.58)	3.82 (.39)	3.84 (.42)
24. I seek opportunities to engage in professional growth to improve teaching and learning.	3.68 (.58)	3.86 (.35)	3.78 (.47)
25. I examine my practices and adjust that practice to meet the needs of each learner.	3.90 (.32)	3.86 (.35)	3.88 (.33)
26. I collaborate with learners, families, colleagues, other school professionals and community members to improve instructional practice.	3.74 (.45)	3.86 (.35)	3.82 (.44)
27. I am reflective and evaluate the effects of my choices and actions on others (learners, families, other professionals and the community).	3.84 (.38)	3.91 (.29)	3.92 (.27)
28. I collaborate with learners, families, colleagues, other school professionals and community members to advance the teaching profession.	3.63 (.50)	3.73 (.63)	3.74 (.49)
29. I seek appropriate leadership roles in the school and community.	3.47 (.70)	3.55 (.67)	3.38 (.73)
30. I demonstrate leadership by modeling ethical behavior.	3.84 (.38)	3.96 (.21)	3.88 (.33)
Overall mean rating across professionalism items	3.72 (.34)	3.82 (.29)	3.78 (.28)

4.4.a.10. Percent of Completers Self-Rated Performance Levels on Items Related to Professional Responsibility: Exit Survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
24. I engage in ongoing professional learning and uses that learning to continually evaluate and adjust my practice.	2017	19	0	5.3	21.1	73.7
	2018	22	0	0	18.2	81.8
	2019	50	0	2.0	12.0	86.0
	Total	91	0	2.2	15.4	82.4
25. I seek opportunities to engage in professional growth to improve teaching and learning.	2017	19	0	5.3	21.1	73.7
	2018	22	0	0	13.6	86.4
	2019	50	0	2.0	18.0	80.0
	Total	91	0	2.2	17.6	80.2
26. I examine my practice and adjusts that practice to meet the needs of each learner.	2017	19	0	0	10.5	89.5
	2018	22	0	0	13.6	86.4
	2019	50	0	0	12.0	88.0
	Total	91	0	0	12.1	87.9
27. I collaborate with learners, families, colleagues, other school professionals and community members to improve instructional practice.	2017	19	0	0	26.3	73.7
	2018	22	0	0	13.6	86.4
	2019	50	0	2.0	14.0	84.0
	Total	91	0	1.1	16.5	82.4
28. I am reflective and evaluate the effects of my choices and actions on others (learners, families, other professionals, and the community).	2017	19	0	0	15.8	84.2
	2018	22	0	0	9.1	90.9
	2019	50	0	0	8.0	92.0
	Total	91	0	0	9.9	90.1
29. I collaborate with learners, families, colleagues, other school professionals and community members to advance the teaching profession.	2017	19	0	0	36.8	63.2
	2018	22	0	9.1	9.1	81.8
	2019	50	0	2.0	22.0	76.0
	Total	91	0	3.3	22.0	74.7
30. I seek appropriate leadership roles in the school and community.	2017	19	0	10.5	31.6	57.9
	2018	22	0	9.1	27.3	63.6
	2019	50	2.0	8.0	40.0	50.0
	Total	91	1.1	8.8	35.2	54.9
31. I demonstrate leadership by modeling ethical behavior.	2017	19	0	0	15.8	84.2
	2018	22	0	0	4.5	95.5
	2019	50	0	0	12.0	88.0
	Total	91	0	0	11.0	89.0

Table 4.4.a.11. Background information on respondents who completed exit survey open ended prompts

	2017 Completers (n = 19)	2018 Completers (n = 22)	2019 Completers (n = 50)	Overall (n = 91)
Open-ended prompt 1	73.6%	68.2%	66.7%	74.7%
Open-ended prompt 2	78.9%	59.1%	76.0%	72.5%
Open-ended prompt 3	52.6%	40.9%	44.0%	45.1%

Table 4.4.a.12. Positive attributes of the program reported by completers in Prompt 1: Exit Survey

Theme	Description	Number of completers mentioning theme (of 68 total)	Example
Content, Pedagogical, and/or Pedagogical Content Knowledge	Completer felt positive about the content knowledge, pedagogical knowledge, and/or pedagogical they learned in the program	41	
Specific content, pedagogical, or pedagogical content knowledge mentioned	<p>Effective teaching methods/Instruction/Pedagogy (10)</p> <p>Lesson planning (9)</p> <p>Differentiation (7)</p> <p>Content (6)</p> <p>Diverse learners (5)</p> <p>Assessment (4)</p> <p>Classroom management (4)</p> <p>Internship seminar (3)</p> <p>Content not specified (3)</p> <p>Engagement (3)</p> <p>Relationship building (3)</p> <p>Learning, theories (3)</p> <p>Strategies (2)</p> <p>Responsive classroom (2)</p> <p>Coursework (2)</p> <p>Common programs (2)</p> <p>Classroom climate (2)</p> <p>Child development (2)</p> <p>Teaching content in accessible ways (2)</p> <p>Miscellaneous (each with 1 instance):</p> <p>Technology integration, information, courses, essential skills, time management, flexible thinking, discourse with students, discourse with families, organizing instruction, CCSS, socioemotional resources, materials, tools, upper elementary math course, C3 framework, mock parent conferences, PPTs, scaffolding</p>	NA	<p>“Quinnipiac has helped us develop effective differentiation and instruction into our lessons”. (Effective teaching methods/ Instruction/Pedagogy, Differentiation)</p> <p>“Going into my student teaching and internship year I felt very prepared for all aspects of lesson planning and informing instruction” (Lesson planning)</p> <p>“I feel comfortable creating lesson plans, differentiating instruction, and utilizing technology to transform student learning”. (Lesson planning, Differentiation, Technology integration)</p> <p>“I am extremely confident in my content and lesson planning abilities from the MAT program” (Content, Lesson planning)</p> <p>“The courses allowed me to gain information on classroom management as well as diversity in the classroom”. (Diversity, Classroom management)</p> <p>“The MAT program has helped me prepare to be a future educator by providing me with multiple ways on how to assess student work and use it to collect data”. (Assessment)</p>
Prepared	Completer felt prepared to be a teacher at end of program	30	“The MAT helped prepare me for my role as a teacher, learner, and leader in many ways. Going into my student teaching and internship year I felt very prepared for all aspects of lesson planning and informing instruction. I was ready to differentiate my teaching and knew the significance of getting to know my students as both a learner and a person outside of school. I was able to apply responsive classroom techniques to my teaching as well as my knowledge of different education pedagogy. I felt very prepared for the technical aspects of teaching such as planning and incorporating different learning styles into engaging and fun

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			lessons”.
Field experiences	Completer felt that the field experiences throughout the program prepared them to be a teacher	18	“I feel the MAT program has given me enough classroom experience to feel comfortable in front of my students and confident in my abilities as an educator”.
Confident	Completer felt confident in themselves as a teacher at end of program	15	“The MAT program has helped me gain more confidence in myself and skills in the classroom”.
Leadership skills	Completer felt the program helped them to acquire leadership skills	10	“The MAT program provided me with strategies I can use to teach diverse students, many opportunities for growth as an educator, and the management skills necessary to be a leader in and out of the classroom”.
Life-long learner	Completer felt that the program taught them the importance of and how to be a life-long learner	7	“The MAT program helped prepare me for my role as a teacher, learner, and leader by educating me, not only on how to teach, what to teach, and effective ways of teaching and assessing, but on how to be a lifelong learner and grow as an educator through my students and colleagues”.
Supportive faculty/administration	Completer felt that the faculty and/or administration was supportive	6	“I always felt supported by the faculty and truly credit these individuals for getting me to where I am today. Thank you!”
Reflective	Completer felt that the program prepared them to be a reflective practitioner	6	“The courses that we took prepared us to be all of these things. Not only did they develop our teaching abilities and leadership skills, but they also encouraged us to become reflective practitioners”.
Competitive in interviews/job search	Completer felt that the experiences in the program made them competitive in/prepared for interviews and the job search	5	“The MAT Program is singlehandedly the reason that I was able to get my first job so quickly. I was prepared for interviews, and I knew exactly who I was as a teacher”.
Identity as a teacher	Completer felt that they had developed their identity as a teacher through the program	4	“Through the MAT program, I have discovered what type of teacher I am meant to be, and this program has helped me to get there”.
Passion	Completer felt that the program taught them to be a passionate teacher	2	“The MAT program gave me the framework of what it meant to be an effective and passionate teacher”.

Table 4.4.a.12. Challenges reported by completers in Prompt 2: Exit Survey

Theme	Description	Number of completers mentioning theme (of 66 total)	Example
Behavior/Classroom management	Completer encountered challenges in the field with classroom and/or behavior management <i>2017 Completers:</i> Did cover classroom management but still a challenge* <i>2018 Completer:</i> Responsive classroom course should be full semester course <i>2019 Completers:</i> Need more skills to deal with behaviors/management (11), need a separate course on behavior/classroom management (10), need skills for dealing with severe/extreme behaviors (5), need more than/alternative approaches to Responsive Classroom (4), need more than guest speakers/workshops (3), classroom discourse course was good but did not go in-depth enough (2), need to know how to deal with defiant students (1), need to know how to manage behavior fairly (1), need practice with classroom management (1), how to manage a classroom as a substitute (1)	29 (two 2017 completers, one 2018 completer, 26 2019 completers)*	"I have faced a lot of behavior challenges in my internship that I felt I was not prepared for".
No challenges	Completer reported that they have not encountered any challenges in the field	8	"I felt like I was given the skills to be able to handle any situation I faced in class".
Special education issues	Completer encountered challenges in the field related to special education	4	"One thing that was tough was dealing with students who have extreme behaviors. I know this program is not meant for that but I feel as though my SPED class wasn't in depth as I needed it to be. It covered the basics but I wish we had more real hands on experiences with this. I've learned a lot about 504's and IEPs but I think I learned more about it through my own internship experience (which also isn't a bad thing because it's at first hand)".
Being a professional	Completer encountered various challenges in the field related to being a professional teacher, including one instance of each of the following: building relationships with other teachers, being a member of a team, working with administration, understanding contracts, school budgeting	3	"I think better preparation for things outside of the classroom, such as the teaching profession as a "job," like working with a team, working with administration, how contracts work, etc".
Assessment	Completer encountered challenges in the field related to assessment	3 (two 2017 completers, one 2019 completer)*	"I am not prepared to create meaningful assessments"
Parent communication	Completer encountered challenges in the field related to communication with parents	3 (all 2017 completers)*	"Parent-teacher communication. Perhaps putting together authentic scenarios and creating an open dialogue in the classroom for how

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			they should be addressed”
Lack of familiarity with content/curricula	Completer encountered challenges related to knowledge of the content and/or curricula they were expected to teach	3	“One of the biggest challenges I faced was learning the curriculum. We are taught how to teach, but when it comes to what exactly to teach, I was at a loss. I hadn't learned these things since I was in elementary school, so if I had been prepared not only for how to teach these concepts, but also what exactly we will be teaching. I can't differentiate and accommodate and assess if I am unfamiliar with the content that the entire lesson is based on”.
Transparency and communication from SOE faculty/administration with students and/or schools	Completer encountered challenges with transparency and communication with the SOE faculty and/or administration	3	“The challenges of transparency and communication were present in my experiences. I believe the School of Education could strengthen their presence in the schools they partner with for the program. Having that constant communication would ensure the transparency that lacked”.
Unnecessary courses	Completer encountered challenges with courses they felt were unnecessary for their learning.	2	“The only challenges that I faced were taking courses during my graduate year that served no purpose in furthering my career as a teacher. By being required to take a course on learning Complex Variables instead of learning how to teach mathematics I felt the course served no purpose on furthering my education towards my career of being a teacher”.
ELL course	Completer encountered challenges meeting the needs of English learners in their field placement.	2 (one 2017 completer and one 2019 completer)*	“I could use more help with classroom management strategies, strategies for English Language Learners, and differentiation for students with severe disabilities”
Differentiation in practice	Completer encountered challenges differentiating to meet the needs of all children in the classroom.	2 (one 2017 completer and one 2019 completer)*	“Differentiating is much easier said than done. Maybe have a QU alum speak about how they put these methods to practice in the classroom”.
Issues with internship/internship school	Completer encountered challenges with their internship or internship school.	2	“Clearer communication of expectations for interns is critical, as schools take advantage of interns and there are schools where students learn nothing. Last year my internship was fabulous and I learned valuable lessons and had transformational experiences as a future teacher. This is because Cheshire welcomes interns and treats them as a member of the school, and expects interns to be in the classroom working with their cooperating teacher or observing. However, this year I was in one of the most difficult (behaviorally) schools in the area and was “just a sub.” I had almost no contact with my cooperating teacher until

student teaching, no observation, no contact with my content area department, and was not considered part of the school, just a day to day sub. Rather than allowing interns to sub AND learn with faculty (as we are there to do), interns must sub every period of every day, with no downtime even for the bathroom. Even on the first day of school, I subbed the full day. When there are free periods, we are not allowed to work with our content area or ANY teachers and must work as hall monitors”. (NOTE: This response was much longer—this is just an excerpt).

*The number of completers in a given year is provided for themes where programmatic changes related to that theme have been instituted in recent years, making it likely that responses would be different across years.

Completer One-Year-Out Survey

4.4.b. Completer one-year-out survey

Table 4.4.b.1. Program type and duration for 2017, 2018, and 2019 completers who completed the One-Year Out survey.

	2017 Completers One- Year Out Survey (n = 12)	2018 Completers One- Year Out Survey (n = 16)	2019 Completers One- Year Out Survey (n = 17)
Five year elementary	25%	55%	29%
Five year secondary	33.33%	23%	29%
Five semester elementary	33.33%	18%	24%
Five semester secondary	8.33%	4%	18%

Table 4.4.b.2. Alpha reliability of overall scales and subscales on completer one-year out survey

	Cronbach's Alpha Reliability
The Learner and Learning Items	.83
Content Knowledge Items	.80
Instructional Practice Items	.89
Professional Responsibility Items	.84
All Items	.94

Table 4.4.b.3. Completers' perception on ability to meet standards related to the Learner and Learning: Exit Survey and One-Year Out Survey

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n = 12) Mean (SD)	2018 Completers Exit Survey (n = 29) Mean (SD)	2018 Completers One-Year Out Survey (n = 18) Mean (SD)	2019 Completers Exit Survey (n = 50) Mean (SD)	2019 Completers One-Year Out Survey (n = 17) Mean (SD)
1. I understand how learners grow and develop	3.47 (.61)	3.50 (.52)	3.77 (.43)	3.56 (.51)	3.56 (.58)	3.53 (.51)
2. I recognize that patterns of learning and development vary individually and across the cognitive, linguistic, social, emotional and physical areas	3.53 (.51)	3.50 (.67)	3.82 (.40)	3.72 (.46)	3.84 (.42)	3.82 (.39)
3. I design and implement developmentally appropriate and challenging learning experiences for learners	3.11 (.81)	3.50 (.67)	3.77 (.43)	3.50 (.51)	3.66 (.56)	3.47 (.51)
4. I use the understanding of individual differences to ensure inclusive learning environments that enable each learner to meet high standards	3.47 (.61)	3.42 (.67)	3.77 (.43)	3.61 (.50)	3.80 (.40)	3.65 (.49)
5. I use understanding of diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards	3.37 (.76)	3.67 (.49)	3.50 (.67)	3.50 (.71)	3.46 (.65)	3.53 (.62)
6. I work with others to create environments that support individual and collaborative learning	3.68 (.48)	3.75 (.45)	3.86 (.35)	3.78 (.43)	3.92 (.27)	3.83 (.53)
7. I work with others to create environments that encourage positive social interaction	3.74 (.45)	3.75 (.45)	3.91 (.29)	3.83 (.38)	3.82 (.39)	3.88 (.33)
8. I work with others to create environments that encourage active engagement in learning	3.74 (.56)	3.67 (.65)	3.86 (.35)	3.78 (.43)	3.76 (.48)	3.71 (.59)
9. I work with others to create environments that encourage self-motivation.	3.74 (.45)	3.50 (.67)	3.82 (.39)	3.50 (.62)	3.66 (.56)	3.71 (.59)
Overall mean rating across learner and learning Items	3.54 (.46)	3.58 (.45)	3.79 (.29)	3.64 (.32)	3.72 (.31)	3.68 (.30)

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4.4.b.4. Percent of 2017, 2018, 2019 completers self-rated performance levels on items related to the Learner and Learning on the Exit Survey and One-Year Out (OYO) Survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
1. I understand how learners grow and develop.	2017 Exit	19	0	5.3	42.1	52.6
	2017 OYO	12	0	0	50.0	50.0
	2018 Exit	22	0	0	22.7	77.3
	2018 OYO	18	0	0	44.4	55.6
	2019 Exit	50	0	4.0	36.0	60.0
	2019 OYO	17	0	0	47.1	52.9
	Total Exit	91	0	3.3	34.1	62.6
	Total OYO	47	0	0	46.8	53.2
2. I recognize that patterns of learning and development vary individually and across the cognitive, linguistic, social, emotional and physical areas	2017 Exit	19	0	0	47.3	52.6
	2017 OYO	12	0	8.3	33.3	58.3
	2018 Exit	22	0	0	18.2	81.8
	2018 OYO	18	0	0	27.8	72.2
	2019 Exit	50	0	2.0	12.0	86.0
	2019 OYO	17	0	0	17.6	82.4
	Total Exit	91	0	1.1	20.9	78.0
	Total OYO	47	0	2.1	25.5	72.3
3. I design and implement developmentally appropriate and challenging learning experiences for learners	2017 Exit	19	0	26.3	36.8	36.8
	2017 OYO	12	0	8.3	33.3	58.3
	2018 Exit	22	0	0	22.7	77.3
	2018 OYO	18	0	0	50.0	50.0
	2019 Exit	50	0	4.0	26.0	70.0
	2019 OYO	17	0	0	52.9	47.1
	Total Exit	91	0	7.7	27.5	64.8
	Total OYO	47	0	2.1	46.8	51.1
4. I use the understanding of individual differences to ensure inclusive learning environments that enable each learner to meet high standards	2017 Exit	19	0	5.3	42.1	52.6
	2017 OYO	12	0	8.3	41.7	50.0
	2018 Exit	22	0	0	22.7	77.3
	2018 OYO	18	0	0	38.9	61.1
	2019 Exit	50	0	0	20.0	80.0
	2019 OYO	17	0	0	35.3	64.7
	Total Exit	91	0	1.1	25.3	73.6
	Total OYO	47	0	2.1	38.3	59.6
5. I use understanding of diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards	2017 Exit	19	0	15.8	31.6	52.6
	2017 OYO	12	0	0	33.3	66.7
	2018 Exit	22	0	9.1	31.8	59.1
	2018 OYO	18	0	11.1	27.8	61.1
	2019 Exit	50	0	8.0	38.0	54.0
	2019 OYO	17	0	5.9	35.3	58.8
	Total Exit	91	0	9.9	35.2	54.9
	Total OYO	47	0	6.4	31.9	61.7
6. I work with others to create environments that support individual and collaborative learning	2017 Exit	19	0	0	31.6	68.4
	2017 OYO	12	0	0	25.0	75.0
	2018 Exit	22	0	0	13.6	86.4
	2018 OYO	18	0	0	22.2	77.8
	2019 Exit	50	0	0	8.0	92.0
	2019 OYO	17	0	5.9	5.9	88.2
	Total Exit	91	0	0	14.3	85.7
	Total OYO	47	0	2.1	17.0	80.9
7. I work with others to create environments that	2017 Exit	19	0	0	26.3	73.7
	2017 OYO	12	0	0	25.0	75.0

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encourage positive social interaction	2018 Exit	22	0	0	9.1	90.9
	2018 OYO	18	0	0	16.7	83.3
	2019 Exit	50	0	0	18.0	82.0
	2019 OYO	17	0	0	11.8	88.2
	Total Exit	91	0	0	17.6	82.4
	Total OYO	47	0	0	17.0	83.0
8. I work with others to create environments that encourage active engagement in learning	2017 Exit	19	0	5.3	15.8	78.9
	2017 OYO	12	0	8.3	16.7	75.0
	2018 Exit	22	0	0	13.6	86.4
	2018 OYO	18	0	0	22.2	77.8
	2019 Exit	50	0	2.0	20.0	78.0
	2019 OYO	17	0	5.9	17.6	76.5
	Total Exit	91	0	2.2	17.6	80.2
	Total OYO	47	0	4.3	19.1	76.6
9. I work with others to create environments that encourage self-motivation.	2017 Exit	19	0	0	26.3	73.7
	2017 OYO	12	0	8.3	33.3	58.3
	2018 Exit	22	0	0	18.2	81.8
	2018 OYO	18	0	5.6	38.9	55.6
	2019 Exit	50	0	4.0	26.0	70.0
	2019 OYO	17	0	5.9	17.6	76.5
	Total Exit	91	0	2.2	24.2	73.6
	Total OYO	47	0	6.4	29.8	63.8

Table 4.4.b.5. Completers' perception on their ability to meet standards related to Content Knowledge: Exit Survey and One-Year Out (OYO) survey

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n = 12) Mean (SD)	2018 Completers Exit Survey (n = 29) Mean (SD)	2018 Completers One-Year Out Survey (n = 16) Mean (SD)	2019 Completers Exit Survey (n = 50) Mean (SD)	2019 Completers One-Year Out Survey (n = 17) Mean (SD)
10. I understand the central concepts, tools of inquiry and the structures of the discipline(s) I teach.	3.47 (.70)	3.33 (.65)	3.64 (.49)	3.63 (.50)	3.64 (.53)	3.59 (.51)
11. I create learning experiences that make aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	3.42 (.69)	3.50 (.52)	3.73 (.46)	3.63 (.50)	3.72 (.50)	3.53 (.62)
12. I use differing perspectives to engage learners in critical thinking.	3.63 (.68)	3.25 (.75)	3.68 (.48)	3.38 (.72)	3.56 (.58)	3.53 (.52)
13. I engage learners in collaborative problem solving related to authentic local and global issues.	3.37 (.76)	3.25 (.75)	3.32 (.78)	3.13 (.72)	3.34 (.76)	3.35 (.61)
Overall mean rating across all content items	3.47 (.61)	3.33 (.58)	3.59 (.44)	3.44 (.44)	3.57 (.47)	3.50 (.47)

4.4.b.6. Percent of 2017, 2018, 2019 completers self-rated performance levels on items related to Content Knowledge: Exit Survey and One-Year Out (OYO) Survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
10. I understand the central concept, tools of inquiry and the structures of the discipline(s) I teach.	2017 Exit	19	0	10.5	31.6	57.9
	2017 OYO	12	0	8.3	50.0	41.7
	2018 Exit	22	0	0	36.4	63.6
	2018 OYO	18	0	0	37.5	62.5
	2019 Exit	50	0	2.0	32.0	66.0
	2019 OYO	17	0	0	41.2	58.8
	Total Exit	91	0	3.3	33.0	63.7
	Total OYO	47	0	2.2	42.2	55.6
11. I create learning experiences that make aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	2017 Exit	19	0	10.5	36.8	52.6
	2017 OYO	12	0	0	50.0	50.0
	2018 Exit	22	0	0	27.3	72.7
	2018 OYO	16	0	0	37.5	62.5
	2019 Exit	50	0	2.0	24.0	74.0
	2019 OYO	17	0	5.9	35.3	58.8
	Total Exit	91	0	3.3	27.5	69.2
	Total OYO	45	0	2.2	40.0	57.8
12. I use differing perspectives to engage learners in critical thinking.	2017 Exit	19	0	15.8	31.6	52.6
	2017 OYO	12	0	16.7	41.7	41.7
	2018 Exit	22	0	18.2	31.8	50.0
	2018 OYO	16	0	12.5	37.5	50.0
	2019 Exit	50	2.0	12.0	36.0	50.0
	2019 OYO	17	0	0	47.1	52.9
	Total Exit	91	1.1	14.3	34.1	50.5
	Total OYO	45	0	8.9	42.2	48.9
13. I engage learners in collaborative problem solving related to authentic local and global issues.	2017 Exit	19	0	18.2	54.5	27.3
	2017 OYO	12	0	16.7	41.7	41.7
	2018 Exit	22	5.6	16.7	66.7	11.1
	2018 OYO	16	0	18.8	50.0	31.3
	2019 Exit	50	0	6.7	66.7	26.7
	2019 OYO	17	0	5.9	52.9	41.2
	Total Exit	91	2.3	13.6	63.6	20.5
	Total OYO	45	0	13.3	48.9	37.8

Table 4.4.b.7. Completers' perception on their ability to meet standards related to Instructional Practice: Exit Survey and One-Year Out (OYO) survey

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n = 12) Mean (SD)	2018 Completers Exit Survey (n = 29) Mean (SD)	2018 Completers One-Year Out Survey (n = 16) Mean (SD)	2019 Completers Exit Survey (n = 50) Mean (SD)	2019 Completers One-Year Out Survey (n = 17) Mean (SD)
15. I use multiple methods of assessment to engage learners in their own growth.	3.11 (.94)	3.25 (.75)	3.77 (.53)	3.63 (.50)	3.70 (.58)	3.47 (.62)
16. I use multiple methods of assessment to monitor learner progress.	3.26 (.81)	3.50 (.67)	3.86 (.47)	3.50 (.52)	3.72 (.50)	3.41 (.71)
17. I use multiple methods of assessment to guide my decision making.	3.26 (.87)	3.42 (.79)	3.77 (.43)	3.63 (.50)	3.80 (.45)	3.47 (.51)
18. I use multiple methods of assessment to guide the learners' decision making.	3.21 (.71)	3.08 (.79)	3.73 (.46)	3.25 (.58)	3.50 (.74)	3.20 (.66)
19. I plan instruction that supports every student in meeting rigorous learning goals.	3.47 (.61)	3.50 (.67)	3.82 (.39)	3.50 (.52)	3.72 (.45)	3.24 (.66)
20. I plan instruction that draws upon knowledge of content areas, curriculum, cross-disciplinary skills and pedagogy.	3.37 (.68)	3.50 (.67)	3.64 (.49)	3.56 (.63)	3.70 (.51)	3.71 (.47)
21. I plan instruction that draws upon the knowledge of learners and the context of the community.	3.26 (.73)	3.50 (.80)	3.64 (.66)	3.38 (.62)	3.66 (.59)	3.53 (.51)
22. I understand and use a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections.	3.53 (.70)	3.50 (.80)	3.73 (.46)	3.44 (.73)	3.70 (.54)	3.53 (.63)
23. I encourage learners to build skills and apply knowledge in meaningful and authentic ways.	3.58 (.69)	3.75 (.45)	3.64 (.66)	3.56 (.51)	3.84 (.47)	3.76 (.44)
Overall mean rating across instructional practice items	3.34 (.57)	3.44 (.61)	3.73 (.39)	3.49 (.34)	3.70 (.36)	3.48 (.42)

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4.4.b.8. Completers' self-rated performance levels on items related to Instructional Practice: Exit Survey and One-Year Out (OYO) survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
15. I understand and use multiple methods of assessment to engage learners in their own growth.	2017 Exit	19	5.3	21.1	31.6	42.1
	2017 OYO	12	0	16.7	41.7	41.7
	2018 Exit	22	0	4.5	13.6	81.8
	2018 OYO	16	0	0	37.5	62.5
	2019 Exit	50	0	6.0	18.0	76.0
	2019 OYO	17	0	5.9	41.2	52.9
	Total Exit	91	1.1	8.8	19.8	70.3
	Total OYO	45	0	6.7	40.0	53.3
16. I understand and use multiple methods of assessment to monitor learner progress.	2017 Exit	19	5.3	5.3	47.4	42.1
	2017 OYO	12	0	8.3	33.3	58.3
	2018 Exit	22	0	4.5	4.5	90.9
	2018 OYO	16	0	0	50.0	50.0
	2019 Exit	50	0	2.0	24.0	74.0
	2019 OYO	17	0	11.8	35.3	52.9
	Total Exit	91	1.1	3.3	24.2	71.4
	Total OYO	45	0	6.7	40.0	53.3
17. I understand and use multiple methods of assessment to guide my decision making.	2017 Exit	19	5.3	10.5	36.8	47.4
	2017 OYO	12	0	16.7	25.0	58.3
	2018 Exit	22	0	0	22.7	77.3
	2018 OYO	16	0	0	37.5	62.5
	2019 Exit	50	0	2.0	16.0	82.0
	2019 OYO	17	0	0	52.9	47.1
	Total Exit	91	1.1	3.3	22.0	73.2
	Total OYO	45	0	4.4	40.0	55.6
18. I understand and use multiple methods of assessment to guide the learners' decision making.	2017 Exit	19	0	15.8	47.4	36.8
	2017 OYO	12	0	25.0	41.7	33.3
	2018 Exit	22	0	0	27.3	72.7
	2018 OYO	16	0	6.3	62.5	31.3
	2019 Exit	50	2.0	8.0	28.0	62.0
	2019 OYO	17	0	11.8	52.9	35.3
	Total Exit	91	1.1	7.7	31.9	59.3
	Total OYO	45	0	13.3	53.3	33.3
19. I plan instruction that supports every student in meeting rigorous learning goals.	2017 Exit	19	0	5.3	42.1	52.6
	2017 OYO	12	0	8.3	33.3	15.6
	2018 Exit	22	0	0	18.2	81.8
	2018 OYO	16	0	0	50.0	17.8
	2019 Exit	50	0	0	28.0	72.0
	2019 OYO	17	0	11.8	52.9	13.3
	Total Exit	91	0	1.1	28.6	70.3
	Total OYO	45	0	6.7	46.7	46.7
20. I plan instruction that draws upon knowledge of content areas, curriculum, cross-disciplinary skills and pedagogy.	2017 Exit	19	0	10.5	42.1	47.4
	2017 OYO	12	0	8.3	33.3	58.3
	2018 Exit	22	0	0	36.4	63.6
	2018 OYO	16	0	6.3	31.3	62.5
	2019 Exit	50	0	2.0	26.0	72.0
	2019 OYO	17	0	0	29.4	70.6
	Total Exit	91	0	3.3	31.9	64.8
	Total OYO	45	0	4.4	31.1	64.4
21. I plan instruction that	2017 Exit	19	0	15.8	42.1	42.1

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draws upon the knowledge of learners and the context of the community.	2017 OYO	12	0	16.7	16.7	66.7
	2018 Exit	22	0	9.1	18.2	72.7
	2018 OYO	16	0	6.3	50.0	43.8
	2019 Exit	50	0	6.0	22.0	72.0
	2019 OYO	17	0	0	47.1	52.9
	Total Exit	91	0	8.8	25.3	65.9
	Total OYO	45	0	6.7	40.0	53.3
22. I understand and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections.	2017 Exit	19	0	10.5	26.3	63.2
	2017 OYO	12	0	16.7	16.7	66.7
	2018 Exit	22	0	0	27.3	72.7
	2018 OYO	16	0	12.5	31.3	56.3
	2019 Exit	50	0	4.0	22.0	74.0
	2019 OYO	17	0	5.9	35.3	58.8
	Total Exit	91	0	4.4	24.2	71.4
	Total OYO	45	0	11.1	28.9	60.0
23. I encourage learners to build skills and apply knowledge in meaningful and authentic ways.	2017 Exit	19	0	10.5	21.1	68.4
	2017 OYO	12	0	0	25.0	75.0
	2018 Exit	22	0	9.1	18.2	72.7
	2018 OYO	16	0	0	43.8	56.3
	2019 Exit	50	0	4.0	8.0	88.0
	2019 OYO	17	0	0	23.5	76.5
	Total Exit	91	0	6.6	13.2	80.2
	Total OYO	45	0	0	31.1	68.9

Table 4.4.b.9. Completers' perception on ability to meet standards related to Professional Responsibility: Exit Survey and One-Year Out (OYO) survey

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n = 12) Mean (SD)	2018 Completers Exit Survey (n = 29) Mean (SD)	2018 Completers One-Year Out Survey (n = 16) Mean (SD)	2019 Completers Exit Survey (n = 50) Mean (SD)	2019 Completers One-Year Out Survey (n = 17) Mean (SD)
24. I engage in ongoing professional learning and use that learning to continually evaluate and adjust my practice.	3.68 (.58)	3.75 (.45)	3.82 (.39)	3.60 (.51)	3.84 (.42)	3.47 (.72)
25. I seek opportunities to engage in professional growth to improve teaching and learning.	3.68 (.58)	3.50 (.52)	3.86 (.35)	3.53 (.64)	3.78 (.47)	3.83 (.39)
26. I examine my practices and adjust that practice to meet the needs of each learner.	3.90 (.32)	3.58 (.52)	3.86 (.35)	3.53 (.52)	3.88 (.33)	3.88 (.33)
27. I collaborate with learners, families, colleagues, other school professionals and community members to improve instructional practice.	3.74 (.45)	3.67 (.65)	3.86 (.35)	3.80 (.41)	3.82 (.44)	3.71 (.59)
28. I am reflective and evaluate the effects of my choices and actions on others (learners, families, other professionals and the community).	3.84 (.38)	3.67 (.49)	3.91 (.29)	3.67 (.62)	3.92 (.27)	3.94 (.24)
29. I collaborate with learners, families, colleagues, other school professionals and community members to advance the teaching profession.	3.63 (.50)	3.58 (.51)	3.73 (.63)	3.53 (.74)	3.74 (.49)	3.82 (.53)
30. I seek appropriate leadership roles in the school and community.	3.47 (.70)	3.08 (.79)	3.55 (.67)	3.27 (.70)	3.38 (.73)	3.77 (.44)
31. I demonstrate leadership by modeling ethical behavior.	3.84 (.38)	3.83 (.39)	3.96 (.21)	3.87 (.35)	3.88 (.33)	3.88 (.33)
Overall mean rating across professionalism items	3.72 (.34)	3.58 (.37)	3.82 (.29)	3.60 (.42)	3.78 (.28)	3.79 (.31)

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4.4.b.10. Percent of completers self-rated performance levels on items related to Professional Responsibility: Exit Survey and One-Year Out (OYO) survey

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
24. I engage in ongoing professional learning and uses that learning to continually evaluate and adjust my practice.	2017 Exit	19	0	5.3	21.1	73.7
	2017 OYO	12	0	0	25.0	75.0
	2018 Exit	22	0	0	18.2	81.8
	2018 OYO	15	0	0	40.0	60.0
	2019 Exit	50	0	2.0	12.0	86.0
	2019 OYO	17	0	11.8	29.4	58.8
	Total Exit	91	0	2.2	15.4	82.4
	Total OYO	44	0	4.5	31.8	63.6
25. I seek opportunities to engage in professional growth to improve teaching and learning.	2017 Exit	19	0	5.3	21.1	73.7
	2017 OYO	12	0	0	50.0	50.0
	2018 Exit	22	0	0	13.6	86.4
	2018 OYO	15	0	6.7	33.3	60.0
	2019 Exit	50	0	2.0	18.0	80.0
	2019 OYO	17	0	0	17.6	82.4
	Total Exit	91	0	2.2	17.6	80.2
	Total OYO	44	0	2.3	31.8	65.9
26. I examine my practice and adjusts that practice to meet the needs of each learner.	2017 Exit	19	0	0	10.5	89.5
	2017 OYO	12	0	0	41.7	58.3
	2018 Exit	22	0	0	13.6	86.4
	2018 OYO	15	0	0	46.7	53.3
	2019 Exit	50	0	0	12.0	88.0
	2019 OYO	17	0	0	11.8	88.2
	Total Exit	91	0	0	12.1	87.9
	Total OYO	44	0	0	31.8	68.2
27. I collaborate with learners, families, colleagues, other school professionals and community members to improve instructional practice.	2017 Exit	19	0	0	26.3	73.7
	2017 OYO	12	0	8.3	16.7	75.0
	2018 Exit	22	0	0	13.6	86.4
	2018 OYO	15	0	0	20.0	80.0
	2019 Exit	50	0	2.0	14.0	84.0
	2019 OYO	17	0	5.9	17.6	76.5
	Total Exit	91	0	1.1	16.5	82.4
	Total OYO	44	0	4.5	18.2	77.3
28. I am reflective and evaluate the effects of my choices and actions on others (learners, families, other professionals, and the community).	2017 Exit	19	0	0	15.8	84.2
	2017 OYO	12	0	0	33.3	66.7
	2018 Exit	22	0	0	9.1	90.9
	2018 OYO	15	0	6.7	20.0	73.3
	2019 Exit	50	0	0	8.0	92.0
	2019 OYO	17	0	0	5.9	94.1
	Total Exit	91	0	0	9.9	90.1
	Total OYO	44	0	2.3	18.2	79.5
29. I collaborates with learners, families, colleagues, other school professionals and community members to advance the teaching profession.	2017 Exit	19	0	0	36.8	63.2
	2017 OYO	12	0	0	41.7	58.3
	2018 Exit	22	0	9.1	9.1	81.8
	2018 OYO	15	0	13.3	20.0	66.7
	2019 Exit	50	0	2.0	22.0	76.0
	2019 OYO	17	0	5.9	5.9	88.2
	Total Exit	91	0	3.3	22.0	74.7
	Total OYO	44	0	6.8	20.5	72.7
30. I seek appropriate	2017 Exit	19	0	10.5	31.6	57.9

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leadership roles in the school and community.	2017 OYO	12	0	25.0	41.7	33.3
	2018 Exit	22	0	9.1	27.3	63.6
	2018 OYO	15	0	13.3	46.7	40.0
	2019 Exit	50	2.0	8.0	40.0	50.0
	2019 OYO	17	0	0	23.5	76.5
	Total Exit	91	1.1	8.8	35.2	54.9
	Total OYO	44	0	11.4	36.4	52.3
31. I demonstrate leadership by modeling ethical behavior.	2017 Exit	19	0	0	15.8	84.2
	2017 OYO	12	0	0	16.7	83.3
	2018 Exit	22	0	0	4.5	95.5
	2018 OYO	15	0	0	13.3	86.7
	2019 Exit	50	0	0	12.0	88.0
	2019 OYO	17	0	0	11.8	88.2
	Total Exit	91	0	0	11.0	89.0
	Total OYO	44	0	0	13.6	86.4

Table 4.4.b.11. Background information on 2017, 2018, and 2019 completers who completed the one-year out survey open ended prompts

	2017 Completers (n = 12)	2018 Completers (n = 18)	2019 Completers (n = 17)	Overall (n = 47)
Open-ended prompt 1	75.0%	61.1%	76.5%	70.2%
Open-ended prompt 2	75.0%	61.1%	76.5%	70.2%
Open-ended prompt 3	58.3%	33.3%	47.0%	44.6%

4.4.b.12. Positive responses from 2017, 2018, and 2019 completers to prompt 1: One Year Out Survey

Theme	Description	Number of completers mentioning theme (of 33 total)	Example
Content, Pedagogical, and/or Pedagogical Content Knowledge	Completer felt positive about the content knowledge, pedagogical knowledge, and/or pedagogical they learned in the program	39 (codes outnumber respondents because responses could be coded in multiple ways)	
Specific content, pedagogical, or pedagogical content knowledge mentioned	Classroom management/climate (9) Differentiation/Supporting all learners (7) Effective teaching methods/Instruction/Pedagogy (6) Lesson planning (4) Assessment (4) Content (4) Miscellaneous (each with 1 instance): understanding of child development, comfort with distance learning, engagement, constructivist approach, focus on CCSS	NA	<p>“The school of education has helped me develop effective lesson plan structure, learn different strategies for engaging students, and helped me develop my own classroom management strategies” (Classroom management/climate, engagement, Lesson planning)</p> <p>“The MAT program also taught me how to design lessons plans that were active, engaging, informative, rigorous, and HIGHLY differentiated, mainly through the use of a workshop model. In our math courses, we were shown how to conduct a math workshop with varying leveled math small groups for ultimate differentiated instruction of mathematical strategies. In our literacy courses, we were taught the different components of Balanced Literature to fully teach all types of readers at any level. In my first year of teaching I implemented such models into my own classroom and was able to see amazing academic and social progress from beginning to end” (Differentiation/Supporting all learners, Content, Lesson planning)</p>
Field experiences	Completer felt that the field experiences throughout the program prepared them to be a teacher	15	“The MAT program gave a plethora of field experiences that allowed me to be prepared to work in a public school dynamic. Because I was so prepared for the daily professional interactions that being an educator requires, I could focus on bettering my instruction and serving on multiple school-wide committees in my first year”
Position Self As Both a learner and a teacher	Completer felt that the program taught them to be both a teacher and a learner, giving them confidence and motivation to seek out PD, contribute to PD, and be a valuable member of their professional learning community	8 (NOTE: Seven of these comments came from 2019 completers)	“I also would like to thank Quinnipiac for continuing to emphasize growth as a learner; the program inspired time to seek out multiple professional development opportunities in my first year of teaching to add skills and tools to my repertoire”.

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Reflective	Completer felt that the program prepared them to be a reflective practitioner	7	“This contemporary education combined with the reflective practices instilled during my time as an MAT student have created a lifelong learner and evolving practitioner”
Learned Current Practices	Completer felt that they learned current and up-to-date practices that would be immediately useful to them in the MAT program.	3	“The philosophies taught in the School of Education directly aligned to the practice at my school, I felt confident that I was applying the correct instructional strategies to help all students reach their goals”.
Supportive faculty/administration	Completer felt that the faculty and/or administration was supportive	3	“The faculty was very supportive even beyond graduation to ensure I was successful in my career”
Competitive in interviews/job search	Completer felt that the experiences in the program made them competitive in/prepared for interviews and the job search	1	“I learned many essential skills throughout the program that helped me feel prepared for the interview process as well as to take on the role as a teacher in my own classroom”.

Table 4.4.b.13. Challenges reported by one-year out survey respondents in Prompt 2: One Year Out Survey

Theme	Description	Number of completers mentioning theme (of 33 total)	Example
Behavior/Classroom management	Completer encountered challenges in the field with classroom and/or behavior management	5	“During my internship, the student behaviors I encountered in my school were not consist with the behaviors QU was teaching me to manage. To better prepare future teachers to do well in these situations, Quinnipiac should teach multiple ways to handle student behaviors, not only responsive classroom techniques. Also responsive classroom techniques work extremely well (I implement them in my own classroom) they do not work for every student. Providing future teachers will more skills for these student behaviors would be very beneficial” (2018 completer).
More experience with/creating curricula	Completers noted that they wanted more exposure to existing curricula and/or wanted experience creating curricula	4	“One of the challenges I have had was working at a school with a very open curriculum. I would have loved to learn how to plan your own curriculum”.
Connecting with parents	Completers reported having challenges with parents	3 (2 completers from 2017 and 1 from 2018)	“Some challenges that I faced were connecting more with the parents and community. It is a challenge that over time I will feel more comfortable engaging in however it would be helpful if within the program we did simulations in order to have guidelines that can be used in these situations” (2017 completer)
Meeting the needs of students with special needs	Completers encountered challenges in the field related to meeting the needs of their students with special needs	3	“My biggest challenges included properly accommodating for special education students, particularly severe learning deficits--such as high spectrum autism” (2019 completer)
Preparation for the more realistic/pragmatic aspects of teaching	Completers expressed challenges with the pragmatics of schools and classrooms and/or the mismatch between how schools were portrayed during the MAT program and the reality	3	“I wish the school told us about the more behind the scene work of teaching. I wish I knew about TEAM training, cum folders, and other paperwork that teachers need to fill out and keep throughout the school year. I also wish we learned more about dealing with DCF and how to get a child extra services when they are struggling such as tiered intervention, special education services, and TAP programs. It would be nice to know what to document and keep”.
			“Also just a conversation towards

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			the end of our program about what it's really like to be a first year teacher. I have grown so much but just wish I had heard from previous first year teachers that yes it will be the most overwhelming year and some advice on getting through it".
Specific aspects of English Language Arts instruction	Completers spoke about challenges with English Language Arts instruction, including more about conferring during Writer's Workshop, more hands on literacy materials, more grade level texts for ELA, focus on small group reading and writing lessons, and mini-lessons.	3	"Since I teach only Language Arts I have noticed a gap in what is taught in Language arts in the classroom vs. what is taught at QU. There should be a focus on pulling small groups for reading and writing. There should also be a focus for QU students to create mini lessons for reading and writing, rather than focusing on theories in this area" (2019 completer).
Support with technology that is used in schools	Completers spoke about challenges with technology they needed to engage with and use when teaching that they did not have exposure to in the MAT program (e.g., Macbooks, Powerschool, engaging with/talking to students in an online environment).	3	"One issues I faced this year was having to learn how to work with Apple technology. My school is 1:1 with MacBooks which I had never worked with before. I had to learn their software and how different programs work on there so that I would be able to help my students. A technology workshop showing students how to work with different types of laptops such as MacBooks or Chromebooks and even some of the educational software that students use in schools today would have been helpful to have".
Differentiation in practice	Completers encountered challenges differentiating to meet the needs of all children in the classroom.	2	<p>"In the classroom, I have experienced the challenge of differentiating to meet the needs of all learners. I think it would be very beneficial to take two courses on the topic as well as discuss how to progress monitor and collect data in the classroom. Although we touched upon these topics in a few of the classes, it could be beneficial to go into these topics if more detail" (2018 completer).</p> <p>"I have struggled with differentiation. We spoke a lot about it, but not much of it was applicable to the current state of schools and how things work. Yes, it's easy enough to switch papers for the kid who needs lines, but how do we fairly and equitably adjust the assignment for the child who's struggling in math?" (2019 completer)</p>
Miscellaneous	Completers spoke about a number of other challenges they faced, but only one person mentioned this challenge. They are as follows: Supporting students who have had trauma,	12	

focus on fostering grit/self-motivation, implementing student technology use policies, MAT program should have a more flexible approach to instruction, how to flourish when there is no grade level team/they are not supportive, differentiation including progress monitoring and data collection (2017 completer), financial challenges of the internship/residency year, helping students cope with death of family member, more work on socioemotional learning, need for a QU faculty member in the secondary Spanish program who can teach the “Comprehensible Input” approach, more focus on pacing across the year rather than only on individual lessons, how to connect social studies/history to modern day,

*The number of completers in a given year is provided for themes where programmatic changes related to that theme have been instituted in recent years, making it likely that responses would be different across years

Standard 4.4 Satisfaction with preparation

Completer Two-Year-Out Survey

4.4.c. Completer two-year-out survey

Table 4.4.c.1. Program type and duration for 2017 completers who completed the two-year out survey

2017 Completers Two-Year Out Survey (n = 36)	
Five year elementary	31%
Five year secondary	28%
Five semester elementary	28%
Five semester secondary	13%

Table 4.4.c.2. Alpha reliability of overall scales and subscales on completer two-year out survey

Cronbach's Alpha Reliability	
The Learner and Learning Items	.91
Content Knowledge Items	.85
Instructional Practice Items	.93
Professional Responsibility Items	.83
All Items	.96

Table 4.4.c.3. 2017 Completers' perception on ability to meet standards related to the Learner and Learning: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n = 12) Mean (SD)	2017 Completers Two-Year Out Survey (n = 36) Mean (SD)
1. I understand how learners grow and develop	3.47 (.61)	3.50 (.52)	3.39 (.60)
2. I recognize that patterns of learning and development vary individually and across the cognitive, linguistic, social, emotional and physical areas	3.53 (.51)	3.50 (.67)	3.58 (.55)
3. I design and implement developmentally appropriate and challenging learning experiences for learners	3.11 (.81)	3.50 (.67)	3.47 (.65)
4. I use the understanding of individual differences to ensure inclusive learning environments that enable each learner to meet high standards	3.47 (.61)	3.42 (.67)	3.50 (.61)
5. I use understanding of diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards	3.37 (.76)	3.67 (.49)	3.47 (.64)
6. I work with others to create environments that support individual and collaborative learning	3.68 (.48)	3.75 (.45)	3.72 (.51)
7. I work with others to create environments that encourage positive social interaction	3.74 (.45)	3.75 (.45)	3.78 (.42)
8. I work with others to create environments that encourage active engagement in learning	3.74 (.56)	3.67 (.65)	3.69 (.47)
9. I work with others to create environments that encourage self-motivation.	3.74 (.45)	3.50 (.67)	3.53 (.61)
Overall mean rating across learner and learning Items	3.54 (.46)	3.58 (.45)	3.57 (.57)

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4.4.c.4. Percent of 2017 completers self-rated performance levels on items related to the Learner and Learning: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
1. I understand how learners grow and develop.	2017 Exit	19	0	5.3	42.1	52.6
	2017 OYO	12	0	0	50.0	50.0
	2017 TYO	36	0	5.6	50.0	44.4
2. I recognize that patterns of learning and development vary individually and across the cognitive, linguistic, social, emotional and physical areas	2017 Exit	19	0	0	47.3	52.6
	2017 OYO	12	0	8.3	33.3	58.3
	2017 TYO	36	0	2.8	36.1	61.1
3. I design and implement developmentally appropriate and challenging learning experiences for learners	2017 Exit	19	0	26.3	36.8	36.8
	2017 OYO	12	0	8.3	33.3	58.3
	2017 TYO	36	0	8.3	36.1	55.6
4. I use the understanding of individual differences to ensure inclusive learning environments that enable each learner to meet high standards	2017 Exit	19	0	5.3	42.1	52.6
	2017 OYO	12	0	8.3	41.7	50.0
	2017 TYO	36	0	5.6	38.9	55.6
5. I use understanding of diverse cultures and communities to ensure inclusive learning environments that enable each learner to meet high standards	2017 Exit	19	0	15.8	31.6	52.6
	2017 OYO	12	0	0	33.3	66.7
	2017 TYO	36	0	8.3	36.1	55.6
6. I work with others to create environments that support individual and collaborative learning	2017 Exit	19	0	0	31.6	68.4
	2017 OYO	12	0	0	25.0	75.0
	2017 TYO	36	0	2.8	22.2	75.0
7. I work with others to create environments that encourage positive social interaction	2017 Exit	19	0	0	26.3	73.7
	2017 OYO	12	0	0	25.0	75.0
	2017 TYO	36	0	0	22.2	77.8
8. I work with others to create environments that encourage active engagement in learning	2017 Exit	19	0	5.3	15.8	78.9
	2017 OYO	12	0	8.3	16.7	75.0
	2017 TYO	36	0	0	30.6	69.4
9. I work with others to create environments that encourage self-motivation.	2017 Exit	19	0	0	26.3	73.7
	2017 OYO	12	0	8.3	33.3	58.3
	2017 TYO	36	0	5.6	36.1	58.3

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Table 4.4.c.5. 2017 Completers' perception on ability to meet standards related to Content Knowledge: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n =12) Mean (SD)	2017 Completers Two-Year Out Survey (n = 36) Mean (SD)
10. I understand the central concepts, tools of inquiry and the structures of the discipline(s) I teach.	3.47 (.70)	3.33 (.65)	3.44 (.77)
11. I create learning experiences that make aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	3.42 (.69)	3.50 (.52)	3.42 (.69)
12. I use differing perspectives to engage learners in critical thinking.	3.63 (.68)	3.25 (.75)	3.36 (.64)
13. I engage learners in collaborative problem solving related to authentic local and global issues.	3.37 (.76)	3.25 (.75)	3.19 (.92)
Overall mean rating across all content items	3.47 (.61)	3.33 (.58)	3.35 (.76)

4.4.c.6. Percent of 2017 completers self-rated performance levels on items related to Content Knowledge: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
10. I understand the central concept, tools of inquiry and the structures of the discipline(s) I teach.	2017 Exit	19	0	10.5	31.6	57.9
	2017 OYO	12	0	8.3	50.0	41.7
	2017 TYO	36	2.8	8.3	30.6	58.3
11. I create learning experiences that make aspects of the discipline accessible and meaningful for learners to assure mastery of the content.	2017 Exit	19	0	10.5	36.8	52.6
	2017 OYO	12	0	0	50.0	50.0
	2017 TYO	36	0	11.1	36.1	52.8
12. I use differing perspectives to engage learners in critical thinking.	2017 Exit	19	0	15.8	31.6	52.6
	2017 OYO	12	0	16.7	41.7	41.7
	2017 TYO	36	0	8.3	47.2	44.4
13. I engage learners in collaborative problem solving related to authentic local and global issues.	2017 Exit	19	0	18.2	54.5	27.3
	2017 OYO	12	0	16.7	41.7	41.7
	2017 TYO	36	2.8	25.0	22.2	50.0

Table 4.4.c.7. Completers' perception on ability to meet standards related to Instructional Practice: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n = 12) Mean (SD)	2017 Completers Two-Year Out Survey (n = 36) Mean (SD)
15. I use multiple methods of assessment to engage learners in their own growth.	3.11 (.94)	3.25 (.75)	3.42 (.77)
16. I use multiple methods of assessment to monitor learner progress.	3.26 (.81)	3.50 (.67)	3.33 (.79)
17. I use multiple methods of assessment to guide my decision making.	3.26 (.87)	3.42 (.79)	3.28 (.88)
18. I use multiple methods of assessment to guide the learners' decision making.	3.21 (.71)	3.08 (.79)	3.14 (.83)
19. I plan instruction that supports every student in meeting rigorous learning goals.	3.47 (.61)	3.50 (.67)	3.44 (.61)
20. I plan instruction that draws upon knowledge of content areas, curriculum, cross-disciplinary skills and pedagogy.	3.37 (.68)	3.50 (.67)	3.36 (.76)
21. I plan instruction that draws upon the knowledge of learners and the context of the community.	3.26 (.73)	3.50 (.80)	3.31 (.75)
22. I understand and use a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections.	3.53 (.70)	3.50 (.80)	3.47 (.81)
23. I encourage learners to build skills and apply knowledge in meaningful and authentic ways.	3.58 (.69)	3.75 (.45)	3.39 (.64)
Overall mean rating across instructional practice items	3.34 (.57)	3.44 (.61)	3.35 (.76)

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4.4.c.8. Percent of 2017 completers self-rated performance levels on items related to Instructional Practice: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
15. I understand and use multiple methods of assessment to engage learners in their own growth.	2017 Exit	19	5.3	21.1	31.6	42.1
	2017 OYO	12	0	16.7	41.7	41.7
	2017 TYO	36	2.8	8.3	33.3	55.6
16. I understand and use multiple methods of assessment to monitor learner progress.	2017 Exit	19	5.3	5.3	47.4	42.1
	2017 OYO	12	0	8.3	33.3	58.3
	2017 TYO	36	2.8	11.1	36.1	50.0
17. I understand and use multiple methods of assessment to guide my decision making.	2017 Exit	19	5.3	10.5	36.8	47.4
	2017 OYO	12	0	16.7	25.0	58.3
	2017 TYO	36	5.6	11.1	33.3	50.0
18. I understand and use multiple methods of assessment to guide the learners' decision making.	2017 Exit	19	0	15.8	47.4	36.8
	2017 OYO	12	0	25.0	41.7	33.3
	2017 TYO	36	2.8	19.4	38.9	38.9
19. I plan instruction that supports every student in meeting rigorous learning goals.	2017 Exit	19	0	5.3	42.1	52.6
	2017 OYO	12	0	8.3	33.3	15.6
	2017 TYO	36	0	5.6	44.4	50.0
20. I plan instruction that draws upon knowledge of content areas, curriculum, cross-disciplinary skills and pedagogy.	2017 Exit	19	0	10.5	42.1	47.4
	2017 OYO	12	0	8.3	33.3	58.3
	2017 TYO	36	0	16.7	30.6	52.8
21. I plan instruction that draws upon the knowledge of learners and the context of the community.	2017 Exit	19	0	15.8	42.1	42.1
	2017 OYO	12	0	16.7	16.7	66.7
	2017 TYO	36	2.8	8.3	44.4	44.4
22. I understand and uses a variety of instructional strategies to encourage learners to develop deep understanding of content areas and their connections.	2017 Exit	19	0	10.5	26.3	63.2
	2017 OYO	12	0	16.7	16.7	66.7
	2017 TYO	36	2.8	11.1	22.2	63.9
23. I encourage learners to build skills and apply knowledge in meaningful and authentic ways.	2017 Exit	19	0	10.5	21.1	68.4
	2017 OYO	12	0	0	25.0	75.0
	2017 TYO	36	0	8.3	44.4	47.2

Table 4.4.c.9. Completers' perception on ability to meet standards related to Professional Responsibility: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	2017 Completers Exit Survey (n = 19) Mean (SD)	2017 Completers One-Year Out Survey (n = 12) Mean (SD)	2017 Completers Two-Year Out Survey (n = 36) Mean (SD)
24. I engage in ongoing professional learning and use that learning to continually evaluate and adjust my practice.	3.68 (.58)	3.75 (.45)	3.62 (.65)
25. I seek opportunities to engage in professional growth to improve teaching and learning.	3.68 (.58)	3.50 (.52)	3.59 (.66)
26. I examine my practices and adjust that practice to meet the needs of each learner.	3.90 (.32)	3.58 (.52)	3.68 (.48)
27. I collaborate with learners, families, colleagues, other school professionals and community members to improve instructional practice.	3.74 (.45)	3.67 (.65)	3.79 (.41)
28. I am reflective and evaluate the effects of my choices and actions on others (learners, families, other professionals and the community).	3.84 (.38)	3.67 (.49)	3.76 (.43)
29. I collaborate with learners, families, colleagues, other school professionals and community members to advance the teaching profession.	3.63 (.50)	3.58 (.51)	3.47 (.75)
30. I seek appropriate leadership roles in the school and community.	3.47 (.70)	3.08 (.79)	3.18 (.90)
31. I demonstrate leadership by modeling ethical behavior.	3.84 (.38)	3.83 (.39)	3.77 (.43)
Overall mean rating across professionalism items	3.72 (.34)	3.58 (.37)	3.61 (.59)

Quinnipiac University SOE Measure 4. Completer Surveys: Exit, One-Year Out, Two-Year Out

4.4.c.10. Percent of 2017 completers self-rated performance levels on items related to Professional Responsibility: Exit, One Year Out (OYO), and Two Year Out (TYO) Surveys

	Cohort Year	N	Below Standard (1)	Developing (2)	Proficient (3)	Exemplary (4)
24. I engage in ongoing professional learning and use that learning to continually evaluate and adjust my practice.	2017 Exit	19	0	5.3	21.1	73.7
	2017 OYO	12	0	0	25.0	75.0
	2017 TYO	34	2.9	0	29.4	67.6
25. I seek opportunities to engage in professional growth to improve teaching and learning.	2017 Exit	19	0	5.3	21.1	73.7
	2017 OYO	12	0	0	50.0	50.0
	2017 TYO	34	0	8.8	23.5	67.6
26. I examine my practice and adjust that practice to meet the needs of each learner.	2017 Exit	19	0	0	10.5	89.5
	2017 OYO	12	0	0	41.7	58.3
	2017 TYO	34	0	0	32.4	67.6
27. I collaborate with learners, families, colleagues, other school professionals and community members to improve instructional practice.	2017 Exit	19	0	0	26.3	73.7
	2017 OYO	12	0	8.3	16.7	75.0
	2017 TYO	34	0	0	20.6	79.4
28. I am reflective and evaluate the effects of my choices and actions on others (learners, families, other professionals, and the community).	2017 Exit	19	0	0	15.8	84.2
	2017 OYO	12	0	0	33.3	66.7
	2017 TYO	34	0	0	23.5	76.5
29. I collaborate with learners, families, colleagues, other school professionals and community members to advance the teaching profession.	2017 Exit	19	0	0	36.8	63.2
	2017 OYO	12	0	0	41.7	58.3
	2017 TYO	34	0	14.7	23.5	61.8
30. I seek appropriate leadership roles in the school and community.	2017 Exit	19	0	10.5	31.6	57.9
	2017 OYO	12	0	25.0	41.7	33.3
	2017 TYO	34	2.9	23.5	26.5	47.1
31. I demonstrate leadership by modeling ethical behavior.	2017 Exit	19	0	0	15.8	84.2
	2017 OYO	12	0	0	16.7	83.3
	2017 TYO	34	0	0	23.5	76.5