4.2 Indicators of Teaching Effectiveness

There are several ways that we will be measuring our graduates' teaching efficacy. They are as follows:

1) **edTPA:** edTPA serves as our first indicator of a graduate's teaching effectiveness. It is completed at the end of the candidates' graduate year during student teaching and involves the pre-service teacher planning, teaching and assessment. It is the first indicator that will assure us that our candidates are truly prepared to teach:

"edTPA is a performance-based, subject-specific assessment and support system used by teacher preparation programs throughout the United States to emphasize, measure and support the skills and knowledge that all teachers need from Day 1 in the classroom. Aspiring teachers must prepare a portfolio of materials during their student teaching clinical experience. edTPA requires aspiring teachers to demonstrate readiness to teach through lesson plans designed to support their students' strengths and needs; engage real students in ambitious learning; analyze whether their students are learning, and adjust their instruction to become more effective. Teacher candidates submit unedited video recordings of themselves at work in a real classroom as part of a portfolio that is scored by highly trained educators. edTPA builds on decades of teacher performance assessment development and research regarding teaching skills and practices that improve student learning" (retrieved from https://www.edtpa.com/PageView.aspx?f=GEN_AboutEdTPA.html)

QU MAT Elementary Candidates 2017 - 2018

- **Elementary State Average 49.8**

Participant	Participant's Total test score /90	Task 1 /25	Task 2 /25	Task 3 /25	Task 4 /15
1	45	13	13	12	7
2	52	14	15	14	9
3	59	16	16	19	8
4	42	15	13	9	5
5	54	16	12	16	10

6	57	17	15	16	9
7	59	15	15	18	11
8	49	16	14	12	7
9	64	20	17	17	10
10	44	13	12	13	6
11	59	17	16	17	9
12	57	16	14	17	10
13	52	12	15	17	8
14	58	15	15	18	10
15	49	12	15.5	15	6.5
16	53	14	15	16	8
17	I	12	I	12	8
18	56	13	16	16	10
19	54	15	15	18	6

20	59	16	16	16	11
21	57	16	14	16	11
22	65	18	18	18	11
23	64	18	16	18	12

24	54	15	15	15	9
25	52	14	16	15	7

QU MAT Secondary Candidates 2017 -2018

Participant	**State Average Test Score**	Participant's total test score /75	Task 1 /25	Task 2 /25	Task 3 /25
1 History	HSS 46.1	44	15	14	14
2 History	HSS. 46.1	43	13	14	16
3 History	HSS 46.1	46	15	16	15
4 Math	MA 37.8	43	13	14	16
5 English	ELA 44.8	48	15	16	17

Elementary Candidates 2017-2018

Legend: Total Test Score, State Average

One Incomplete

Secondary Candidate 2017-2018

Legend: State Average, Participants

Categories: History, History, History, Math, English
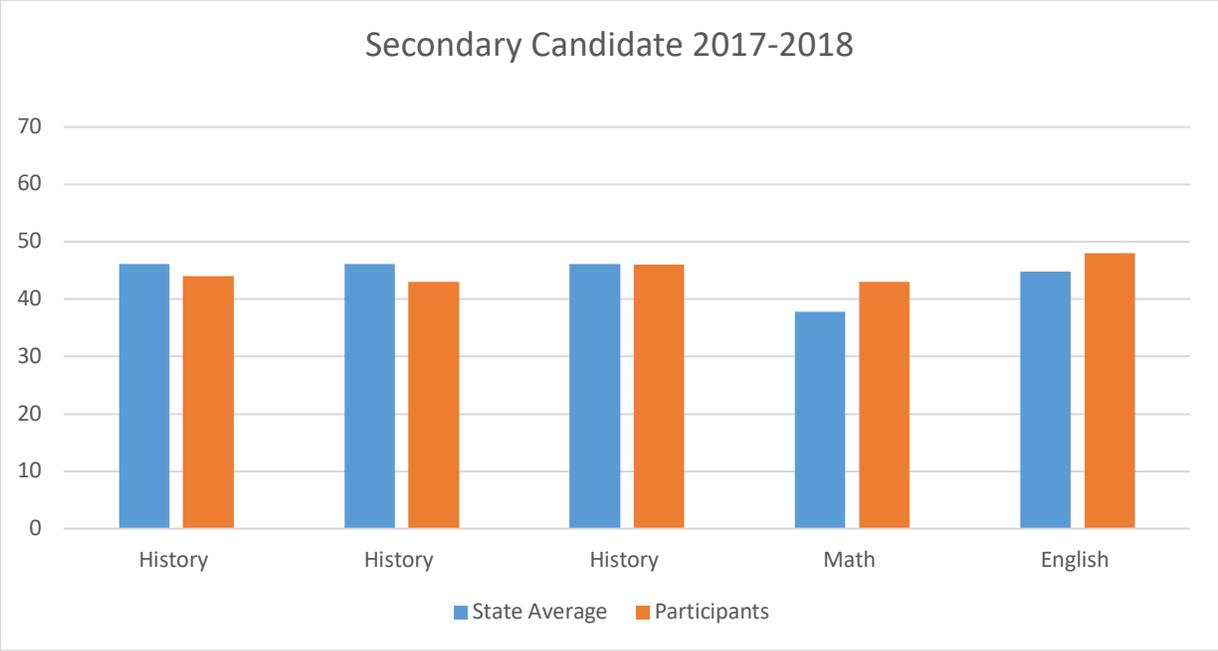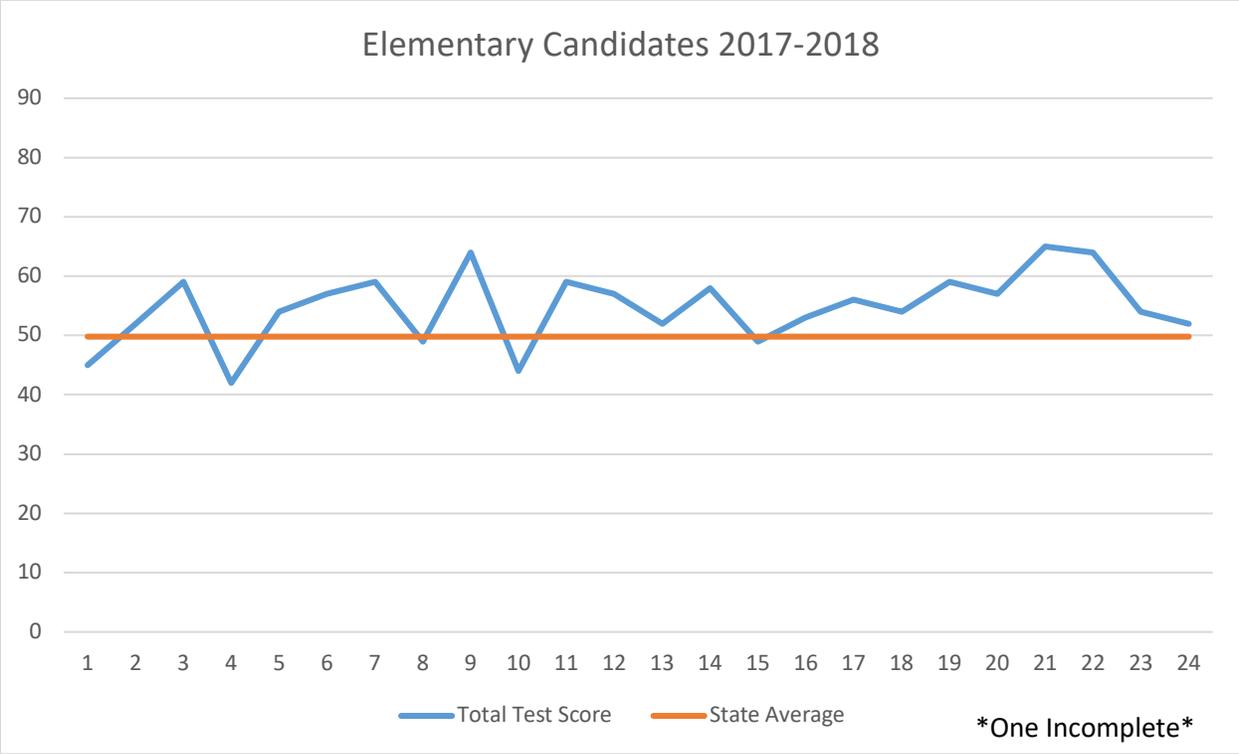
2) **Teacher Practice Ratings:** We asked a sample of 20 recent graduates teaching in four states (Connecticut (CT), Massachusetts (MA), New Jersey (NJ), and New York (NY)) to self-report the rating they earned on their district teacher practice evaluation.

It should be noted that each state has different focal criteria that they use to evaluate teacher practice (e.g., "Planning and Preparation", "Assessment for Learning", etc.). In addition, states use different performance levels by which they evaluate teachers' performance on those criteria and/or progress toward proficiency. For example, though most use a four-point scale, MA uses a five-point scale on their formative assessment. For these reasons, it is difficult to compare teacher practice ratings from different states. However, there are still some summary statements we can make about this sample.

First, 95% of our completers were rated in the top half of their state's teacher evaluation summative scoring rubric. For completers who were scored using a four-point scale (those teaching in CT, NY, and NJ), 88% scored a three (either "Proficient" or "Effective") and 12% scored a four ("Exemplary") (see Figure 1)

Figure 1. Teacher Practice Ratings for QU Completers (n=17)
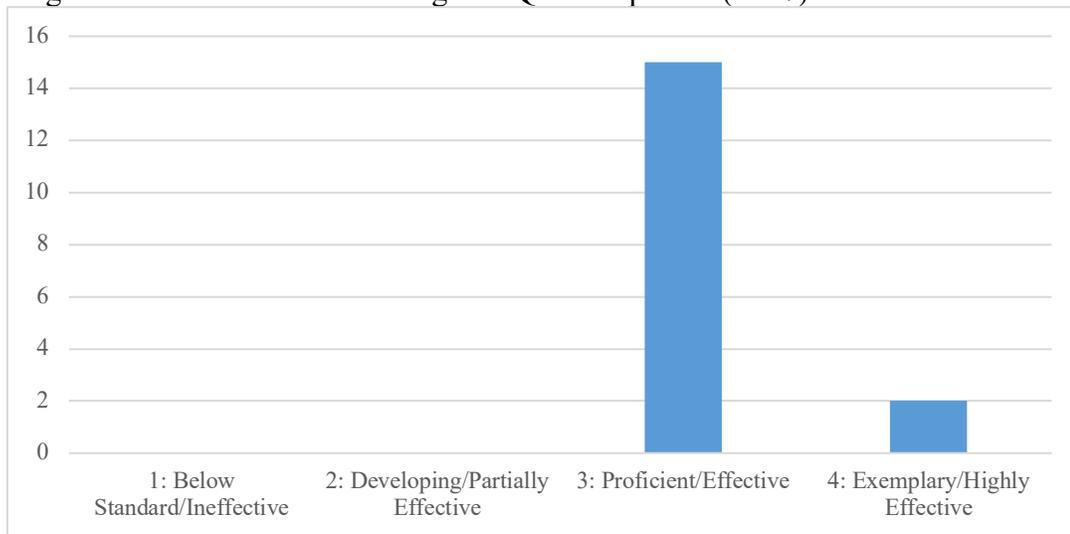
Students teaching in MA reported formative ratings on their progress toward stated goals, which was assessed on a five-point scale (1 (no progress), 2 (some progress), 3 (significant progress), 4 (met goal), and 5 (exceed goal). One of our completers earned a score of 3 (significant progress) and two earned a score of 4 (met goal). These completers are not included in Figure 3 because of the differences in scales.

3) **Focus Groups:** In the summer of 2018, a sample of 2017 candidates (N = 7) volunteered to participate in a focus group with the goal of understanding graduates' perceptions of their impact on student learning during their first year teaching.

Focus groups were video-recorded and transcribed. The Associate Dean facilitated the focus group, asking the questions and guiding the discussion. Below are the questions asked during the focus groups. The responses were transcribed and coded using the InTASC Standards. Analysis will take place in the summer of 2019, and results will be presented to faculty and the Advisory Board the following fall.

Focus Group Questions:

Learner & Learning
1) Can you give me an example of a lesson you designed and implemented that was both a developmentally appropriate and challenging learning experience for your learners?
2) Tell me how you ensure inclusive learning environments that enable each learner to meet high standards.
3) Tell me about how you integrate individual and collaborative learning into your classroom.

Content Knowledge
4) Explain how you make content meaningful for your students.
5) How do you know that your students have mastered the content?
6) How do you encourage critical thinking in any of the content areas you teach?

Instructional Practice
7) Give me an example of how you use assessment to guide your decision-making.
8) Tell me about one of your best instructional strategies that you use to improve student learning.
9) How do you use technology to improve student engagement and learning?

Professional Responsibility
10) Can you share any opportunities you have taken to engage in professional growth to improve teaching and learning?
11) Tell me about a time you collaborated with colleagues, or other school professionals to improve instructional practice.
12) Tell me about one time you modeled ethical behavior for your students or colleagues.

In general:
13) Of the topics we covered, which is the most important to you and why?
14) Is there anything else you would like to share that will help us ascertain your impact on student learning and growth?

4) **Public School Student Surveys:** In the summer of 2018, several MAT faculty and graduate students met to discuss the possibility of distributing surveys to the students of our graduates to assess their perceptions of their teachers' teaching effectiveness. Based on the InTASC standards, we developed two 10-item surveys, one for elementary students and one for

secondary students, using developmentally appropriate language for each level. Students were asked to rate their teacher on each statement, ranging from 1 (disagree) to 5 (agree). In addition, students were asked if they had any additional comments about their teacher. Once the surveys were developed, faculty and administrators on the Advisory Board vetted them. Three of those administrators agreed to distribute the surveys to our graduates' pupils.

The first surveys were distributed to students of one of our graduates (Graduate 1), who teaches four Spanish classes in an upper middleclass high school. Individual items can be seen in the first column of Table 1. As can be seen from Table 1, Graduate 1 is rated highly by her students on all items—an indication that she is engaging in effective practices with her students.

Table 1. Descriptive Statistics of Student Surveys from Alta High School[1] For Graduate 1

	Average Across Sections Mean (SD)	Period 1 (Spanish 3) Mean (SD)	Period 3 (Spanish 4) Mean (SD)	Period 4 (Spanish 4) Mean (SD)
Item 1: My individual needs are met by my teacher	4.63 (.61)	4.50 (.63)	4.73 (.46)	4.63 (.71)
Item 2: My teacher frequently relates the content to something I already know	4.39 (.71)	4.50 (.73)	4.45 (.67)	4.25 (.74)
Item 3: My teacher respects us and words with us to establish a positive and supportive learning environment	4.74 (.44)	4.75 (.45)	4.68 (.48)	4.79 (.42)
Item 4: My teacher encourages students to analyze ideas from diverse perspectives	3.98 (.93)	3.81 (1.05)	4.09 (.87)	4.00 (.93)
Item 5: My teacher uses clear and concise language to explain concepts and content	4.26 (.85)	4.38 (.50)	4.23 (.81)	4.21 (1.06)
Item 6: My teacher values a flexible learning environment where we are encouraged to explore and discover	4.34 (.85)	4.50 (.73)	4.36 (.73)	4.21 (1.03)
Item 7: My teacher use assessments that are fair and accurately represent student knowledge	4.66 (.65)	4.69 (.48)	4.64 (.73)	4.67 (.70)
Item 8: I feel prepared when my teacher gives us a project or quiz at the end of a unit	4.57 (.62)	4.50 (.52)	4.82 (.50)*[a]	4.38 (.71)
Item 9: My teacher does not always lecture, but plays a different role in each lesson	4.23 (.82)	3.81 (1.05)	4.27 (.55)	4.46 (.78)*[b]
Item 10: My teacher words collaboratively with my family to set goals	3.02 (.83)	2.94 (.57)	3.00 (.62)	3.09 (1.15)

*p≤.05

[1] All names of schools or individuals have been changed.

a. Indicates a significant difference between Period 3 and Period 4
b. Indicates a significant difference between Period 4 and Period 1

Table 3. Extra Comments for Completer 1 Period 1

Best Spanish teacher I've ever had. I've learned lots. Also gives free seating, kinda clutch
First Dom, then Harriosn. R.I.P. xxxxx is a fun teacher but she doesn't let me write phone numbers on her white board. But she doesn't know about my secret writings on the computer lab desk
Good teacher but makes us vote for student of the month but just overrides and it chooses who she wants. RIP Dom.
Helps students understanding clearly and wants students to succeed
I feel like I know all material when I have to take a quiz
I look forward to this class. I am happy it is the first class of the day because I can actually look forward to going to school. I like that we play games to prepare for quizzes.
Makes class kinda fun. Gives too many quizzes
Makes painfully boring curriculum bearable. Brings enjoyment to the classroom while still keeping it grounded
Senora xxxx is one of the only teachers I know that can actually relate to her students and is always there if we need help with something. I feel really comfortable learning in her class because she never judges if someone doesn't understand something. We get to learn and actually have fun which is lit
She does a great job explaining every new concept we learn
She does good teaching, uses games. Is able to put up with student's goofing off and sets them back on track.
She is very nice and teaches very well. Is very helpful when students need help. Creates a positive environment
She plays game which help facilitate our learning
She said she liked my big blue sweater. That stayed with me.
Speaks Spanish with a heavy American accent but she is a very nice and encouraging teacher
We mix learning with fun and games making the class enjoyable and not boring.

Table 4. Extra Comments for Completer 1 Period 3

Best Spanish teacher I've had
Better confidence in my Spanish because of the class
Deserves a raise for putting up with this class
Gives too many projects and quizzes
I understand Spanish better
Let's me eat in class. Kinda clutch.
None
Total

Table 5. Extra Comments for Completer 1 Period 4

Buena
Fun relaxed teacher
Helps when asked. Takes time to explain what I am doing wrong. Nice and has humor
Helps when we need it and gives us extra time
I am able to get along with Mrs. Xxxx because she is young and understandable just like her students. She understands things we go through etc.
Makes class interesting while still learning something new. Also easy to connect and talk to
Mrs. Xxxx has been one of the best teachers that I have ever had. I'm not just saying that to make her look good. She always goes out of her way to ask me about my day and if I need help with anything relating to class. At the beginning of the year I would say that I hated Spanish and I had a very bad grade. Thanks to her my grade is way better and I don't mind Spanish anymore.
Mrs. Xxxx is one of my favorite teachers and I honestly wouldn't know it's her first year teaching because she is a very helpful teacher I look forward to Spanish every day
My teacher is really nice and explains how to do new things very well. But sometimes our class will get very out of hand and it is hard to focus but she handles it very well.
My teacher is very good however she does have trouble controlling disruptive and disrespectful students
My teacher is very helpful to students who may be confused. She talks them through it and makes it easier for us to understand
My teacher motivates me to do my best event when I don't think I can. My teacher tries her best to make us learn while having fun. She also makes the lessons relate to us.
Overall Ms.xxx is a pretty good teacher. she does a good job at teaching the content. However, the class does get out of hand at times.
Senorita xxx is a really good teacher for her first year. she is very nice and understanding and although our class fools around a lot, she still maintains order. She has a bright future and overall she is awesome
She is a very good teacher who puts our learning above everything. She is available all the time, before during and afterschool to help us with whatever we may need or what we may be confused about. She is a great teacher who puts in sincere effort every day. We are lucky to have her
She is good at teaching
She is nice and cares about her students work by doing things like offering extra help
She is very nice and helpful
She is very nice and will help you find ways to learn, she really tries hard to make sure you know what you are doing
She prepares us well for quizzes and tests
She uses helpful note taking strategies that help me better understand the content we are learning. Understand more this year than I did last year.
She's great. Highly recommend to teach for a long time because she is very helpful.
Sometimes I get in trouble for things I didn't do. But that's all right.
Very nice and patient with the class. Class is very disrespectful and hard to work/deal with. She is very supportive and helps when we don't understand or have questions.

MIDDLE SCHOOL SURVEYS

The second set of surveys were distributed to 100 middle school students in two seventh grade English classes and two eighth grade English classes in an urban K-8 school. Their teacher was a graduate of the School of Education.

Table 1. Descriptive Statistics of two seventh grade and two eighth grade English classes

	Average For Completer 1 Mean (SD)	Average for Completer 9 Mean (SD)	Average Across Completers Mean (SD)
Item 1: My individual needs are met by my teacher	4.63 (.61)***[a]	3.99 (.81)	4.30 (.79)
Item 2: My teacher frequently relates the content to something I already know	4.39 (.71)**	3.93 (1.13)	4.15 (.97)
Item 3: My teacher respects us and words with us to establish a positive and supportive learning environment	4.74 (.44)*	4.49 (.72)	4.61 (.61)
Item 4: My teacher encourages students to analyze ideas from diverse perspectives	3.98 (.93)	4.44 (.69)**	4.22 (.85)
Item 5: My teacher uses clear and concise language to explain concepts and content	4.26 (.85)	4.46 (.76)	4.36 (.81)
Item 6: My teacher values a flexible learning environment where we are encouraged to explore and discover	4.34 (.85)**	3.95 (.85)	4.14 (.87)
Item 7: My teacher use assessments that are fair and accurately represent student knowledge	4.66 (.65)*	4.39 (.77)	4.52 (.73)
Item 8: I feel prepared when my teacher gives us a project or quiz at the end of a unit	4.56 (.62)***	3.87 (1.10)	4.21 (.96)
Item 9: My teacher does not always lecture, but plays a different role in each lesson	4.23 (.82)~	3.90 (1.09)	4.06 (.98)
Item 10: My teacher words collaboratively with my family to set goals	3.02 (.83)	3.44 (1.20)*	3.24 (1.06)

~p ≤ .10; *p ≤ .05; **p ≤ .01; *** p ≤ .001
a. To be interpreted that Completer 1's students rated her significantly higher than Completer 9's students on Item 1. All other significant differences in the table are comparing students' ratings of Completer 1 and Completer 9.

Table 2. Descriptives for Pedagogy, Assessment, Differentiating, Climate, and Home-School Connections Scales

	Average For Completer 1 Mean (SD)	Average For Completer 9 Mean (SD)	Average Across Completers Mean (SD)
Pedagogy (Items 2, 4, 5, 6, 9)	4.24 (.59)	4.14 (.56)	4.19 (.57)
Assessment (Items 7,8)	4.61 (.55)	4.13 (.76)	4.37 (.71)
Differentiation (Item 1)	4.63 (.61)	3.99 (.81)	4.30 (.79)
Climate (Item 3)	4.74 (.44)***	4.49 (.72)	4.61 (.61)
Home-School Connections (Item 10)	3.02 (.83)	3.44 (1.20)	3.24 (1.06)

~$p \leq .10$; *$p \leq .05$; **$p \leq .01$; *** $p \leq .001$
a. To be interpreted that Completer 1's students rated her significantly higher than Completer 9's students on Climate (Item 3).

ELEMENTARY SURVEYS

The third set of surveys were distributed to elementary students of seven of our graduates (named Graduates 1-8) in an urban K-8 school. Three are kindergarten teachers (Graduates 2, 7, 8) one (Graduate 3) is a second grade teacher, two (Graduates 5, 6) are fourth grade teachers and one (Graduate 4) is a fifth grade teacher. As can be seen from Tables 1 and 2, our graduates use effective practices with their students.

Summary of Student Surveys from Elementary Completers

Table 1. Descriptive Statistics of Students' Responses Across Completers

	Average Across Completers Mean (SD)
Item 1: My teacher gives me work that is challenging, but gives me the support I need to complete the task	4.64 (.70)
Item 2: My teacher gives many different kinds of activities to show what we know.	4.70 (.59)
Item 3: I feel safe and respected in the classroom.	4.66 (.66)

Item 4: We work in groups and by ourselves.	4.85 (.46)
Item 5: My teacher explains things in many different ways	4.64 (.73)
Item 6: My teacher encourages the students to listen to other students' different ideas and opinions	4.68 (.75)
Item 7: My teacher helps us practice talking to each other to explain our ideas and opinions.	4.63 (.78)
Item 8: I feel prepared when my teacher gives us a project or quiz at the end of a unit.	4.57 (.79)
Item 9: When students are confused, my teacher changes the way he/she is teaching to help us understand better.	4.76 (.70)
Item 10: My teacher communicates with my family often	4.50 (.88)
Average Score Across Participants	4.66 (.39)

Table 2. Descriptive Statistics of Students' Responses on Each Item Across Completers

	Completer 2 Mean (SD)	Completer 3 Mean (SD)	Completer 4 Mean (SD)	Completer 5 Mean (SD)	Completer 6 Mean (SD)	Completer 7 Mean (SD)	Completer 8 Mean (SD)
Item 1: My teacher gives me work that is challenging, but gives me the support I need to complete the task	5.00 (.00)	4.92 (.40)	4.57 (.75)	4.95 (.23)	4.72 (.67)	3.97***[a] (.87)	5.00 (.00)
Item 2: My teacher gives many different kinds of activities to show what we know.	5.00 (.00)	4.96 (.20)	4.62 (.81)	4.84 (.38)	4.72 (.46)	4.22***[b] (.75)	5.00 (.00)
Item 3: I feel safe and respected in the classroom.	5.00 (.00)	4.88 (.60)	4.57 (.68)	4.74 (.73)	4.44 (.70)	4.30**[c] (.74)	5.00 (.00)
Item 4: We work in groups and by ourselves.	4.89 (.47)	5.00 (.00)	5.00 (.00)	4.95 (.23)	4.83 (.51)	4.51***[d] (.69)	5.00 (.00)
Item 5: My teacher explains things in many different ways	5.00 (.00)	4.80 (.58)	4.71 (.56)	4.58 (1.01)	4.67 (.69)	4.38*[e] (.79)	4.53 (.87)
Item 6: My teacher encourages the students to listen to other students' different ideas and opinions	4.77 (.66)	4.76 (.88)	4.43 (.93)	4.90 (.32)	4.89 (.47)	4.35**[f] (.89)	5.00 (.00)
Item 7: My teacher helps us practice talking to each other to	5.00 (.00)	4.64 (1.11)	4.43 (.81)	4.84 (.50)	4.33 (1.14)	4.41~[g] (.64)	5.00 (.00)

explain our ideas and opinions.							
Item 8: I feel prepared when my teacher gives us a project or quiz at the end of a unit.	5.00 (.00)	4.84 (.37)	4.33~[h] (.66)	4.74 (.81)	3.94***[i] (1.30)	4.43 (.77)	4.77 (.66)
Item 9: When students are confused, my teacher changes the way he/she is teaching to help us understand better.	5.00 (.00)	4.96 (.20)	4.76 (.70)	4.89 (.32)	3.94***[j] (1.43)	4.73 (.61)	5.00 (.00)
Item 10: My teacher communicates with my family often	4.94 (.24)	4.76 (.60)	3.48***[k] (1.12)	4.52 (1.02)	4.33 (.91)	4.65 (.63)	4.77 (.66)
Average Score Across Items	4.96 (.08)	4.85 (.23)	4.49 (.33)	4.80 (.41)	4.48 (.40)	4.40 (.43)	4.91 (.13)

~ p ≤ .10; * p ≤ .05; ** p ≤ .01; *** p ≤ .001

a. To be interpreted as student ratings on Item 1 were significantly lower for Completer 7 than all other completers (p ≤ .001 level, with the exception of the comparison between Completer 7 and Completer 4 which was p ≤ .01).
b. Student ratings on Item 2 were significantly lower for Completer 7 than all other completers (p ≤ .001 between Completer 7 and Completers 2, 3, 5, and 8; p ≤ .05 between Completer 7 and Completer 6; p ≤ .10 between Completers 7 and 4).
c. Student ratings on Item 3 were significantly lower for Completer 7 than Completers 2, 3, and 8 (p ≤ .01).
d. Student ratings on Item 4 were significantly lower for Completer 7 than Completer 2 (p ≤ .05), Completers 3 and 4 (p ≤ .001), and Completer 5 and 8 (p ≤ .01).
e. Student ratings on Item 5 were significantly lower for Completer 7 than for Completer 2 (p ≤ .05).
f. Student ratings on Item 6 were significantly lower for Completer 7 than for Completer 8 (p ≤ .05).
g. Student ratings on Item 7 were marginally significantly lower for Completer 7 than for Completer 2 (p. ≤ .10).
h. Student ratings on Item 8 were marginally significantly lower for Completer 4 than for Completer 2 (p ≤ .10).
i. Student ratings on Item 8 were significantly lower for Completer 6 than for Completer 2 (p ≤ .001), Completer 3 (p ≤ .01), and Completers 5 and 8 (p ≤ .05).
j. Student ratings on Item 9 were significantly lower for Completer 6 than for Completers 2, 3, 5, 7, & 8 (p ≤ .001) and for Completer 4 (p ≤ .01).
k. Student ratings on Item 10 were significantly lower for Completer 4 than for Completers 2, 3, 5, 7, & 8 (p ≤ .001) and for Completer 6 (p ≤ .05).

Table 3. Extra Comments for Completers

Completer 2

Every time a kid pees on theirselves you call their mom so they don't be sad.

Hers favorite color's green

Ms. xxx helps

Ms. xxx, we suppose to listen to the teacher

My teacher can do math and counting and sight words and recess and learning

School is good

She helps me

She's a great teacher

You can raise your hand when you need help.

You're the best teacher in the world

Completer 3

! Ms. xxx is the best! She loves us a lot she loves me

I love Ms. XXX

I love Ms. XXX

I love Ms. XXX beucus she is kin to my and other persens in the chool!

I love Ms. XXX. She is the bes teacher in earth. She is relly kind.

I love you

Mi tihc is nic win sin hilps mi an hilps mi in maf.

Mis XXX I the best

Ms. XXX is always the best teacher in the world

Ms. XXX is so sweet. I love her. I'm so grateful for thees thecher she is the best thecher ever I love how cind she is. love giselle for Miss XXX

My fadrit

You are the best teacher ever

You are the best teacher i ever had

You help us and I love you. and you are the best thcher and wen you exsplan when we dot now and you lets use lurn sow much

Your really lovely Miss. XXX

Completer 4

:) :)

I love Dino flys.

Nice, polite

Completer 5

am i geting gradid on this and can i get a a++ pls :)

Best teacher ever

I love my teacher. And my teacher loves me.

I'M SO Sorry Miss XXX. But i don't like your glasses. But love your friend named unknown. Drink coffee every day.

Miss XXX is the best.

My teacher is amazing and does a good job and she is nice and funny and she tells us all about her weekend and how it was. I think she is doing all good and amazing. She shouldeven get a reward for being an amazing teacher. One thing. She drinks lots of coffee :)

My teacher is doing a great job she is awsome at.

My teacher is vary smart and she teachers me new things.

My teacher never be on her phom and she is good at finding people with gum. She dink to much coffee :|

Nice is is. My teacher is extra good at everything and she like coffee

Respectful very sneaky

She drinks a lot of coffie

She is awsome she is ready

She is my favorite teacher that I had and she loves cafe she has it every day

She is the best teacher. She is fun.

She know when someone is eat gum. She dirink a lot of coffee

She likes coffie

Super super nice and helps lot lot

To be sillyer

Completer 6

:) :) (with heart eyes) :) :(

Hi is nais.

I like your math!! Wow

I love her she is the best

Miss XXX is so fony :)

Miss XXX you are the best teacher and the cit (?)

My teahcer is nice and I want to know what collage is this thany you bye

She is cool

She is the BEST

She is the best teacher

SHE IS THE BEST TEACHER

She is the best teacher in the world

Shes awesome

Completer 7

No comments

Completer 8

I love you

You do so much learning with us.

You love all of us

You're a good teacher