

Measure 3 – AY24-25 Candidate Competency at Completion - R3.3

CAEP Standard: R3.3 *The provider ensures candidates possess academic competency to teach effectively with positive impacts on diverse P-12 student learning and development through application of content knowledge, foundational pedagogical skills, and technology integration in the field(s) where certification is sought. Multiple measures are provided, and data are disaggregated and analyzed based on race, ethnicity, and other categories as relevant for the EPP's mission.*

Candidates' competency at completion is measured by criteria for Transition Point 3: Completion of the Teaching Program and ultimately earning a teaching degree from the EPP's accredited program. Completers continue steps toward teacher licensure while working with the Licensure Officer on Transition Point 4: Following Program Completion: Licensure.

TRANSITION POINT 3: COMPLETION OF THE TEACHING PROGRAM

As the teaching candidate proceeds through the Clinical Practice semester, and follows guidelines for successful completion of all responsibilities, including the Teacher Work Sample, the following criteria must be met for the completion of the teaching program:

- Passed Clinical Practice /Student Teaching with a C or higher
- Completed an Exit Interview with the college supervisor
- Completed the Exit Survey on Foliotek
- Completed the Survey Evaluation of Cooperating Teacher
- Completed the Survey Evaluation of College Supervisor
- Passed all required courses and seminar with a C or higher
- Minimum **cumulative GPA of 3.0** or higher
- **Final Student Teaching Score** of 50 or higher
- **Teacher Work Sample (TWS)** score of 110 or higher
- Degree awarded/Graduation or Program Completer

TRANSITION POINT 4. FOLLOWING PROGRAM COMPLETION: LICENSURE

Once the student teacher has completed Transition Point 3, they will begin steps toward teacher licensure and work with the Licensure Officer.

Applying for Licensure Checklist:

Meet with the Licensure Officer and provide proper documentation to verify the following:

- Completed an exit interview with the Licensure Officer to provide information
- Degree awarded/Graduation or Program Completer
- **Praxis Content Test**--registering, taking, and test scores
- Have transcripts sent to KSDE
- Complete fingerprinting for background check.

These program benchmarks are described in *Bethany's Clinical Practice Guide*
<https://www.bethanylb.edu/education>

DATA WILL BE SHOWN FOR ASSESSMENTS HIGHLIGHTED IN THE ABOVE CHART.

The 16 completers for 2024-2025 in specific content areas were (Fall 2024) - 3 Elementary Education, 1 Vocal Music, 3 PE/Health and (Spring 2025) - 2 Elementary Education, 2 PE/Health, 2 Art, 1 English, 1 Biology. 1 Vocal Music.

GPA: 2024-2025

The mean GPA for candidates at program completion was 3.69, which exceeds the 2.75 minimum requirement.

All 16 teaching candidates, or 100%, passed the minimum GPA requirement.

Completer Year	Minimum GPA for completion	Total Average GPA for completers	GPA by Racial disaggregation				GPA by Gender disaggregation		
			White	Hispanic/Latino	Black	Non-reported	Male	Female	Other
2024-2025	2.75	3.69 n=16	3.67 n=14	* n=1	* n=1	* n=0	3.26 n=3	3.78 n=13	* n=0

*Due to a small sample size, this number need not be reported.

BETHANY STUDENT TEACHER EVALUATION 2024-2025 is a formative assessment used to measure candidate skills and progress during clinical practice, and a culminating assessment for Transition Point 3 – Completion of Program. Student teachers are formally evaluated twice - Mid-Term Evaluation and Final Evaluation - by cooperating teachers and college supervisors. The candidate also completes a mid-term self-assessment. The Student Teacher Evaluation is aligned with InTASC/ KSDE Professional Education Standards, which correlate with the program’s three domains of **Knowledge Base (KB)**, **Teaching Strategies and Applications (TSA)** and **Professional Attitudes and Values (PAV)**. This evaluation aligns with CAEP Standard 1: Content and Pedagogical Knowledge - Learner and Learning, Content, Instructional Practice, and Professional Responsibility. The Student Teacher Evaluation is on the Education website <https://www.bethanylb.edu/education>

A **final report for 16 student teachers** was generated via Foliotek with 42 evaluations from college supervisors, content supervisors, and cooperating teachers. A score of **50** is the minimum requirement for passing the evaluation. The total average score was **64.81** out of 72 possible. All 16 teaching candidates, or 100%, passed the Student Teaching Evaluation.

Completer Year	S.T. Evaluation Passing Score	Total Average Score	S.T. Score by Racial disaggregation				S.T. Score by Gender disaggregation		
			White	Hispanic/Latino	Black	Non-reported	Male	Female	Other
2024-2025	50 out of 72	64.81 n=16	64.57 n=14	* n=1	* n=1	* n=0	63.43 n=3	65.2 n=13	* n = 0

*Due to a small sample size, this number need not be reported.

Student Teaching Evaluation - Data Summary: The Student Teaching Evaluation has a total of 18 competencies divided into three sets of 6 objectives represented by three domains: Knowledge Base (KB), Teaching Strategies and Applications (TSA) and Professional Attitudes and Values (PAV). Each domain is worth 4.00; the program goals are to maintain 3.5 or higher in each area. The chart below shows the 2024-2025 completers’ scores.

For the 2024-2025 completers, the highest overall average score was in PAV (3.77), followed by KB (3.59) and TSA (3.57). Completers demonstrated proficiency by maintaining average categorical scores above 3.5 in all three categories.

2024-2025 Student Teacher Evaluation by Individual Domains	(KB) Knowledge Base (Learner, Learning, Content)	(TSA) Teaching Strategies and Applications (Instruction)	(PAV) Professional Attitudes and Values; (Professional Responsibilities)
	2024-2025 N=42 evaluations	2022-2023 N=42 evaluations	2022-2023 N=42 evaluations
AVERAGE PER DOMAIN (4.0 scale)	KB 3.59	TSA 3.57	PAV 3.77
Strengths @ 3.5 or higher	KB1 – 3.5 KB4 – 3.53 KB5 – 3.78 KB6 – 3.75	TSA 2 – 3.5 TSA 4 – 3.5 TSA 5 – 3.5 TSA 6 – 3.84	PAV 1 – 3.9 PAV2 – 3.72 PAV3 – 3.78 PAV4 – 3.78 PAV5 – 3.66 PAV6 – 3.69
Areas needing improvement (Below 3.5)	KB2 – 3.34 KB3 – 3.31	TSA 1 – 3.06 TSA 3 – 3.28	

Highest Knowledge Base:

KB5: Responds to learners’ diverse backgrounds, languages, abilities, learning differences and needs. (3.78)

Lowest Knowledge Base:

KB3: Integrates content with other subjects, literacy experiences, and related interdisciplinary topics. (3.31)

Highest Teaching Strategies and Applications:

TSA6: Maintains an inclusive, safe, respectful environment that supports students’ well-being and learning. (3.84)

Lowest Teaching Strategies and Applications:

TSA1: Uses a variety of strategies for critical and creative thinking, problem solving, and skill development. (3.06)

Highest Professional Attitudes and Values:

PAV 1: Demonstrates enthusiasm, confidence, patience, and compassion in interactions with diverse learners. (3.9)

Lowest Professional Attitudes and Values:

PAV5: Uses respectful and fair classroom management strategies to reinforce or address learner behavior in appropriate ways. (3.66)

BETHANY’S TEACHER WORK SAMPLE 2024-2025

The Teacher Work Sample (TWS) is completed by all student teachers during Clinical Practice and fulfills a requirement for teacher licensure by KSDE. The TWS objectives correlate with education program outcomes, the Student Teaching Evaluation, Professional Education/InTASC standards, and align with CAEP Standard 1: Content

and Pedagogical Knowledge - Learner and Learning, Content, Instructional Practice, and Professional Responsibility. The TWS has a total of 8 “tasks” (20 points each) with accompanying rubrics. The minimum passing score is **110** out of 160 on the TWS.

In the TWS, each student teacher develops and teaches an instructional unit in their content area or grade-level placement. They reflect on knowledge of content and learners, application of skills, and the ability to plan, assess, analyze, and effectively teach P12 students. The candidates receive ongoing feedback and compile multiple evidence of teaching and learning.

The TWS tasks relate to CAEP Standard 1: *(RI.1 Learner and Learning)* - TASK concepts: Learning environment and knowledge of learners, classroom management, analysis of student learning; *(RI.2 Content)* - TASK concepts: Content, curriculum, interdisciplinary instruction *(RI.3 Instructional Practice)* - TASK concepts: Instructional Unit Design, objectives, use of assessments, Reading-content integration lesson, Technology integration lesson; *(RI.4 Professional Responsibility)*: Professional Reflections and Self Evaluations in each task.

Teacher Work Sample 2024-2025

A **final report for 16 student teachers** generated 32 evaluations completed by college and content supervisors. Each TWS task is double scored for inter-rater reliability. The total average score was **153.1** out of 160 possible. All 16 teaching candidates, or 100%, passed the Teacher Work Sample.

Below is a description of the TWS tasks and data associated with Bethany’s 2024-2025 student teachers.

TASK 1: Learning Environment and Knowledge of Learners

TASK 2: Content, Interdisciplinary Instruction, and Technology

TASK 3: Instructional Unit Design and Objectives

TASK 4: Assessment

TASK 5: Reading-Content Integrated Lesson

TASK 6: Technology Integrated Lesson

TASK 7: Analysis of Student Learning

TASK 8: Professional Reflections and Self-Evaluation

Completer Year	TWS Passing Score	Total Average Score	TWS Score by Racial disaggregation			TWS Score by Gender disaggregation		
			White	Hispanic/Latino	Black	Male	Female	Other
2024-2025	110 out of 160	153.1 n=16	152.5 n=14	*	*	143.3 n=3	155.5 n=13	*
				n=1	n = 1			n = 0

*Due to a small sample size, this number need not be reported.

TWS TASK SCORES:

Student Major	Task 1	Task 2	Task 3	Task 4	Task 5	Task 6	Task 7	Task 8	Total
ELA	17	20	20	19	16	19	19	19	151
PE	20	20	18	20	20	20	20	20	158
Elem	20	20	20	20	18	19	19	20	156
Elem	19	20	19	20	20	20	20	20	158
PE	20	20	20	20	20	20	19	20	159
Vocal Music	20	20	18	19	20	19	20	20	156
PE	12	15	15	16	13	13	20	19	120
Elem	20	20	20	20	20	19	20	20	159
Elem	17	20	20	20	16	15	20	20	148
Vocal Music	20	20	19	20	20	20	20	20	159
Elem	19	20	20	20	13	15	20	20	147
Art	20	20	20	20	20	20	20	20	160
Biology	19	18	17	18	20	20	20	20	152
PE	18	20	20	20	19	20	16	20	153
PE	20	20	19	18	20	20	20	20	157
Art	20	19	20	20	20	17	19	20	155
Mean	18.5	19.5	19.1	19.4	18.4	18.5	19.3	19.9	153

Data Summary:

The average total (153) equated to an A grade. The lowest performing student (120) scored a C on the TWS.

Highest Task Score: Task 8 (19.9)

Lowest Task Score: Task 5 (18.4)

Licensure Test Pass Rates

The Title II reports show the Pass Rate scores over the last five years. The report provides information and data about the previous academic year. The last three years of Title II reports are posted on Bethany's Education website.

Program Completers	Number taking tests	Number passing tests	Pass Rate %
2024-2025	15	13	87%
2023-2024	6	*	*
2022-2023	15	12	80%
2021-2022	18	12	67%
2020-2021	17	13	76%
2019-2020	14	14	100%

*Due to the small cohort size, this data was not released by ETS.

Description from the Title II Report: Assessment Pass Rates

“The pass rates table is populated from files provided by the testing company or state. The table provides information on the performance of the students in your teacher preparation program on each teacher credential assessment used by your state. In cases where a student has taken a given assessment more than once, the highest score on that test is used. In the case of a teacher preparation program with fewer than 10 scores reported on any single initial teacher credential assessment during an academic year, the program shall collect and publish information with respect to an average pass rate and scaled score on each state credential assessment taken over a three-year period.”

PRAXIS CONTENT TEST DATA 2024-2025:

PRAXIS Test Name	Test takers	# Pass	Pass Rate
Art: Content Knowledge (5134)	2	*	*
Elem Ed: CKT Mathematics Subtest (7813/2813)	2	*	*
Elem Ed: CKT Mathematics Subtest (7813/2813)	2	*	*
Elem Ed: CKT Reading/Lang Arts Subtest (7812/2812)	3	*	*
Elem Ed: CKT Science Subtest (7814/2814)	2	*	*
Elem Ed: CKT Social Studies Subtest (7815/2815)	2	*	*
Elem Ed: Multiple Subjects (7001)	3	*	*
English Lang Arts: Content Knowledge (5038/0038)	1	*	*
English to Speakers of Other Languages (5362/0362)	1	*	*
Health Education (5551/0551)	1	*	*
Mathematics (5165/0165)	0	N/A	N/A
Music: Content Knowledge (5113/0113)	1	*	*
Physical Education: Content Knowledge (5091/0091)	5	5	100%
Social Studies: Content Knowledge (5081/0081)2**	0	N/A	N/A

*Scores were not included for less than 5 test-takers for confidentiality.

Interpretation of and Reaction to Data:

The 2024-2025 school year demonstrated both promising and concerning data trends. For example, while the 2024-2025 GPA (3.69) and TWS (153.1) scores were both strong (and well beyond the minimum requirement).

The 2024-2025 PRAXIS test pass rate (87%) was also strong and above the state average. It was also the highest pass rate for Bethany completers since 2019-2020. We take pride in these results and anecdotally feel that they are related to increased attention in several methods courses on students' upcoming licensure tests as well as the explicit use of Praxis practice tests. We will strive for continuous improvement and look for ways to increase this pass rate further.