

Opportunities Exist to Enhance the Effectiveness of the Educator Preparation Program Data Reporting System

A presentation to the Joint Legislative Program Evaluation
Oversight Committee

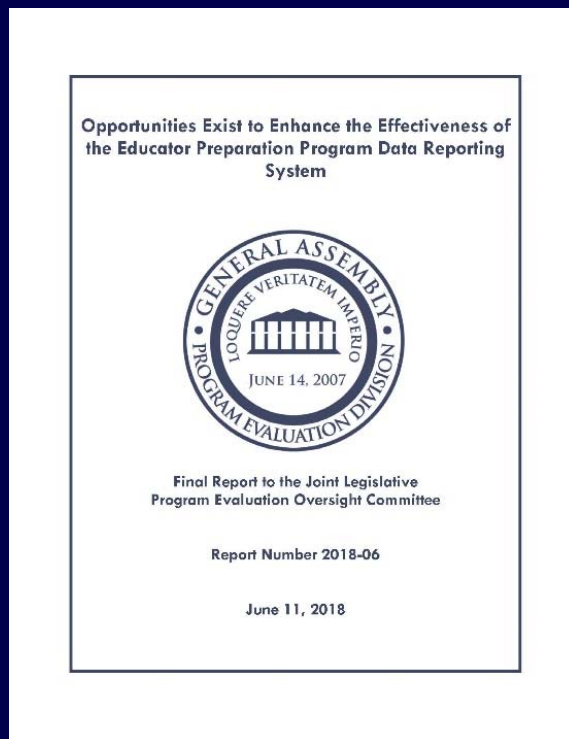
June 11, 2018

Emily McCarthy, Program Evaluator



Handouts

Full Report



Slides

The slide features a small icon of a building at the top left. The main title is "Opportunities Exist to Enhance the Effectiveness of the Educator Preparation Program Data Reporting System". Below the title, it states "A presentation to the Joint Legislative Program Evaluation Oversight Committee" and "June 11, 2018". The presenter is identified as "Erinly McCartha, Program Evaluator". At the bottom, there is a logo for the Program Evaluation Division of the North Carolina General Assembly.

Below the main slide content, there is a section titled "Handouts" which includes three smaller thumbnail images: "Full Report", "Slides", and "Today's Handout".

Economic Development Tiers System 1

Today's Handout

EPP Performance Reports and Report Cards Present Similar Quantitative Information

	Performance Report	Report Card
Enrollment Information		
Student enrollment totals	✓	✓
Student enrollment disaggregated by gender, race, and ethnicity	✓	✓
Student completion scores (ACT, SAT, CDEP)	✓	✓
Test scores disaggregated by subject	✓	✓
Student completion scores CPA	✓	✓
Completion Information		
Program completers	✓	✓
Program completers by subject area	✓	✓
Severely at risk from EPP	✓	✓
Student passage rate for professional and content area exams	✓	✓
Student passage rates on professional and content area exams by subject	✓	✓
Graduate Licensure and Employment Information		
Program completers and status of licensure (app or not applied)	✓	✓
Program completers by subject area and status of licensure	✓	✓
Program completers issued within one year of completion	✓	✓
Program completers employed in North Carolina within one year of completion	✓	✓
Graduates teaching in North Carolina public schools other four years by subject	✓	✓
Top 10 schools districts employing teachers off to red with college/universities	✓	✓
EPP Graduate Teaching Effectiveness		
Teacher effectiveness evaluation data for higher levels of the scoring scale	✓	✓
Teacher effectiveness data for all levels of performance	✓	✓
Miscellaneous EPP Information		
Graduate satisfaction survey	✓	✓
Service to public schools	✓	✓
EPP teacher education faculty (pre, full, or part-time)	✓	✓

Source: Program Evaluation Division based on the annual EPP performance reports prepared by the Department of Public Instruction.



Our Charge

- Directive: 2015–17 Work Plan
- Objective: Examine Educator Preparation Program performance and oversight
- Team
 - Emily McCarthy, Evaluation Lead
 - Carol Shaw, Principal Program Evaluator



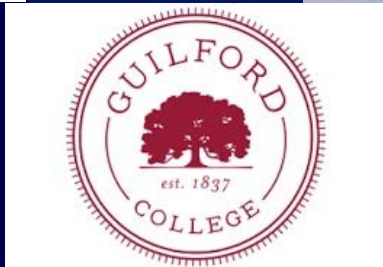
Terms

Full Name	Term Used in Presentation
Educator Preparation Programs	EPPs
The State Board of Education	The State Board
The Department of Public Instruction	DPI
The Professional Educator Preparation Standards Commission (PEPSC)	The Standards Commission



What is an EPP?

- Educator Preparation Programs (EPPs) provide individuals with the knowledge, skills, and training they need to meet teacher licensure requirements and secure teaching positions



Overview: Findings

1. Current EPP reporting produces documents that are difficult to interpret, lacking uniformity and helpful data indicators
2. 2017 legislation strengthens EPP accountability but some statutory changes create challenges
3. North Carolina has the data and advisory bodies in place to design a performance-based, weighted reporting model



Overview: Recommendations

1. Amend state law for EPP accountability by adding an employment performance standard
2. Direct the State Board to adopt rules to establish a small group exception for disaggregated demographic data
3. Direct UNC BOG, in consultation with the State Board and the Standards Commission, to develop a plan for sharing data with the new UNC Educator Quality Dashboard



Overview: Recommendations

4. Direct the State Board, DPI, and the Standards Commission to transform the current required reporting efforts into a streamlined, weighted, performance-based model



Background



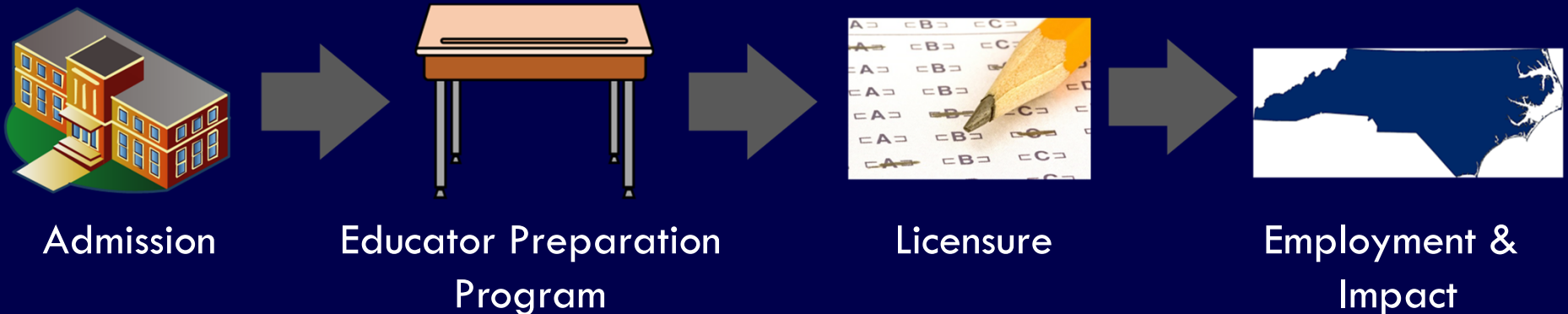
EPPs in NC

- 47 approved EPPs
- Located in public, private, or independent colleges and universities
- NC teacher licensure requires students attend approved EPPs
- NCGA, the State Board, the Standards Commission, and Council for the Accreditation of Education Preparation (CAEP) all provide standards, approval, and oversight for EPPs



EPPs Provide DPI with Data

- Two reports produced annually
 - Performance Report and Report Card
- Reported data coincides with steps students take to become teachers



Session Law 2017-189

- Created Professional Educator Preparation and Standards Commission
- Added new performance measures
- Requires performance data be disaggregated by demographic groups
- Requires DPI to share all EPP data with the UNC Educator Quality Dashboard



Findings



Finding 1

The current approach to Educator Preparation Program reporting produces documents that are difficult to interpret, lacking uniformity and helpful data indicators



Report Issues

- Unable to compare performance among EPPs or analyze individual EPP trends
- Vary in length and detail
 - Performance Reports: 7-59 pages
 - Report Cards: 2-page summary of Performance Report
 - All 47 EPPs produce both documents annually, meaning there are almost 100 documents statewide evaluating EPPs
- Lack ties to legislated standards or points of reference or comparison



Report Issues

- Level of analysis issues
 - Masks high and low performers
- Sample size issues lead to unreported data
 - 53% of Praxis 2 scores missing
 - 28% and 40% of SAT and ACT scores missing
 - 5 EPPs per year cannot report teacher effectiveness data



Finding 2

2017 legislation strengthens Educator Preparation Program accountability but some statutory changes create implementation challenges



S.L. 2017-189 Performance Standards

Content Areas for Performance Standards

Quality of students entering EPPs

Performance of EPP graduates on annual teacher evaluations

Proficiency and growth scores of students taught by EPP graduates

Satisfaction of EPP graduates after 1st year of teaching

Standard related to employment is missing



S.L. 2017-189 Implementation Challenges

Sanctions based on disaggregation of demographic groups in reporting data

Status	Definition	Criteria for Performance Standard
Warned	An EPP shall be assigned Warned status if the program fails to meet the performance standards in the next column.	<ul style="list-style-type: none"> overall student performance on at least one indicator in any one year; any two race, sex, or ethnicity demographic groups' performance standards on at least one indicator for any one year; or any single race, sex, or ethnicity demographic group's performance standards on at least one indicator for any two consecutive years



Texas Example

- Rule in place for small sample size as it relates to sanctioning
- For schools with less than 10 students
- Compare the 3-year average against the third year standards, no matter the size



UNC Educator Quality Dashboard Challenges

- Data share agreements for data usage
- Branding
 - From public-only to all institutions
- Staffing and funding



Finding 3

North Carolina has the data and advisory bodies in place to design a streamlined reporting system



Performance-Based, Weighted Approach to EPP Reporting

- DE and TN
- Structure
 - Weighs EPP measures within distinct domains
 - Candidate Characteristics
 - Candidate Employment
 - Candidate Performance
 - Candidate Perceptions
 - EPPs receive scores in each domain and overall



Benefits

- Communicates how EPPs perform in given areas, overall, and comparatively
- Easy to understand
- Increases accountability
- Supports institutional improvement
- Can be legislated or not



Program Evaluation Division Model

Domain Name	Measure Name	Points Awarded
Candidate Profile	Average GPA	10
	Average Entrance Exam (SAT, Praxis)	10
	Race and Ethnicity Breakdown	4
Candidate Employment	Employment Rate of Graduates	10
	4-year Retention Rate	10
Candidate Impact	Observation Score of 3+	8
	Observation Score of 4 to 5	10
	EVAAS Score of 3+	8
	EVAAS Score of 4 to 5	10
Candidate Satisfaction	Survey of Program Completers	20

Model Components

Minimum Standards and Target Measures	10 th and 90 th Percentile
# of Years of Data	5-year Average
Level	Institution
Minimum Sample Size	5
Minimum Years of Data	3



Model Tiers

1	70-100%
2	55-69%
3	40-54%
4	0-39%



Model Results

Institution	Rank	Performance Tier	Overall Performance	Candidate Profile	Candidate Employment	Candidate Impact
Meredith College	1	1	80%	37%	100%	98%
UNC-Chapel Hill	2	1	75%	60%	57%	95%
NC State University	3	1	74%	46%	74%	93%
Queens University	4	2	64%	75%	100%	36%
Appalachian State University	5	2	63%	72%	68%	54%



Model Benefits Recap

- Centralizes and organizes large amount of EPP data
 - More efficient
 - Assesses performance and enables comparison
 - Increases accountability and transparency



Considerations

- Would need to be adjusted to reflect NCGA, the State Board, DPI, the Standards Commission, and EPP priorities
 - Measures included in the model
 - Weights of each measure
 - Tier cut offs
 - Number of years used
 - Inclusion criteria
 - Use and display



Recommendations



Recommendation 1

Amend state law for Education
Preparation Program accountability by
adding an employment performance
standard



Recommendation 2

Direct the State Board to adopt rules to establish a small group exception for sanctioning EPPs based on disaggregated demographic data



Recommendation 3

Direct the UNC BOG, in consultation with the State Board and the Standards Commission, to develop a plan that addresses the issues of sharing all Education Preparation Program data with the UNC Educator Quality Dashboard



Points of Consideration for Group

- Transfer and use of data
 - Data-sharing agreements or memoranda of understanding
 - Legal and process-based requirements and parameters for external groups to access Dashboard
- Rebranding process for the Dashboard website
- Cost of implementing the expanded Dashboard
- UNC BOG should present plan to Joint Legislative Education Oversight Committee by Nov. 15, 2019



Recommendation 4

The General Assembly should direct the State Board, DPI, and the Standards Commission to transform the current required reporting efforts into a streamlined, weighted, performance-based model



Points of Consideration

- Determine weights and parameters of model according to policy priorities
- Identify how and in what ways the current laws regarding EPP reporting should be adjusted to support the new reporting approach
- Discuss how the UNC Educator Quality Dashboard fits into reporting
- State Board should report to Joint Legislative Education Oversight Committee no later than Nov. 15, 2019



Summary: Findings

1. Current EPP reporting produces documents that are difficult to interpret, lacking uniformity and helpful data indicators
2. 2017 legislation strengthens EPP accountability but some statutory changes create challenges
3. North Carolina has the data and advisory bodies in place to design a performance-based, weighted reporting model



Summary: Recommendation

1. Amend state law by adding an employment performance standard
2. Direct the State Board to establish a small group exception for disaggregated demographic data
3. Direct UNC BOG, the State Board and Standards Commission to develop a plan for new UNC Educator Quality Dashboard
4. Direct the State Board, DPI, and Standards Commission to transform the current reporting efforts into a weighted, performance-based model



Summary: Response

The Department of Public Instruction submitted a letter that the State Board of Education read and approved that reflected general agreement with our findings



Legislative Options

- Instruct staff to draft legislation based on the report
- Refer to appropriate committees



Report available online at
www.ncleg.net/PED/Reports/reports.html

