



Accountability System for Educator Preparation (ASEP)

Principal Appraisal of First-Year Teachers

UNIVERSITY OF MARY HARDIN-BAYLOR

This report presents results from the principal survey of first-year teachers. In this survey, principals describe the preparation of teachers in six categories of practices. Principals complete surveys for first-year teachers who graduated at any time during the 5 years prior to the reporting period and who taught in the Texas public school system for a minimum of 5 months during the reporting period.

Percentages note the percent of teachers prepared by an EPP who received an average score of Sufficiently Prepared or Well Prepared when all applicable questions were averaged, and within each of the six categories. The overall percentage serves as indicator 2 of the Accountability System for Educator Preparation (ASEP) Accountability Performance Indicators. The percentages within each category are Consumer Information, required by the Texas Education Code. Due to teachers having strengths in different areas and the way the overall indicator is computed, the percentages in the six categories cannot be expected to average to the overall proficiency standard. For details about the survey, visit: <https://tinyurl.com/ydy335z8>

Principal Appraisal Outcomes

EPP Score: 80	EPP Type: Traditional	# Graduates Rated (N): 49
State Average: 73	Region ESC: Waco	

2017-18 Percentage of First Year Teachers Designated as Sufficiently or Well Prepared

	UNIVERSITY OF MARY HARDIN-BAYLOR	Traditional	All TX EPPS
Classroom Environment	80%	80%	81%
Instruction	84%	81%	80%
Students with Disabilities	85%	77%	80%
English Language Learners	88%	84%	85%
Technology Integration	92%	91%	90%
Use Technology with Data	94%	88%	89%

2017-18 Number of Teachers Rated by Area

Area	Number	Area	Number	Area	Number
Core Subjects	24	Art	2		
Physical Education	7	Mathematics	2		
Music	4	Social Studies	2		
English Language Arts and Reading	3	Science	1		
History	3	Special Education	1		

2017-18 Percentage of Teachers Rated Sufficiently or Well Prepared

UNIVERSITY OF MARY HARDIN-BAYLOR (N=49)

Classroom Environment	EPP	State
To effectively implement discipline management procedures	82%	83%
To communicate clear expectations for achievement and behavior that promote and encourage self-discipline and self-directed learning	84%	85%
To provide support to achieve a positive, equitable, and engaging learning environment	88%	89%
To build and maintain positive rapport with students	94%	92%
To build and maintain positive rapport and two-way communication with students' families	92%	90%
Instruction	EPP	State
To implement varied instruction that integrates critical thinking, inquiry, and problem solving	92%	87%
To respond to the needs of students by being flexible in instructional approach and differentiating instruction	86%	87%
To use the results of formative assessment data to guide instruction	90%	87%
To engage and motivate students through learner-centered instruction	90%	88%
To integrate effective modeling, questioning, and self-reflection (self-assessment) strategies into instruction	88%	88%
To assume various roles in the instructional process (e.g. instructor, facilitator, audience)	92%	89%
To set clear learning goals and align instruction with standards-based content	92%	90%
To provide quality and timely feedback to students	96%	90%
Students with Disabilities	EPP	State
To differentiate instruction to meet the academic needs of students with disabilities	95%	86%
To differentiate instruction to meet the behavioral needs of students with disabilities	88%	84%
To provide appropriate ways for students with disabilities to demonstrate their learning	95%	88%
To understand and adhere to the federal and state laws that govern special education services	98%	92%
To make appropriate decisions (e.g., when and how to make accommodations and/or modifications to instruction, assessment, materials, delivery, and classroom procedures) to meet the learning needs of students who have an IEP	93%	88%
To develop and/or implement formal and informal assessment that track students' progress toward IEP goals and objectives	93%	86%
To collaborate with others, such as para-educators and other teachers, in meeting the academic, developmental, and behavioral needs of students with disabilities	95%	92%
English Language Learners	EPP	State
To provide appropriate ways for LEP-ELL students to demonstrate their learning	88%	89%
To understand and adhere to federal and state laws that govern education services for LEP-ELL students	90%	92%
To comply with district and campus policies and procedures regarding LEP-ELL students	93%	93%
To support LEP-ELL students in mastering the Texas Essential Knowledge and Skills (TEKS), including the English Language Proficiency Standards (ELPS)	88%	89%
To model and teach the forms and functions of academic English in content areas	88%	89%
Technology Integration	EPP	State
To use technology available on the campus to integrate curriculum TEKS and Technology Application TEKS to support student learning	94%	94%
To provide technology based classroom learning opportunities that allow students to interact with real-time and/or On line content	94%	92%
To teach students developmentally appropriate technology skills	94%	92%
To use technology to make learning more active and engaging for students	92%	93%
Using Technology with Data	EPP	State
To use available technology to collect, manage and analyze student data using software programs (such as Excel or an electronic gradebook)	98%	93%
To use available technology to collect, manage, and analyze data from multiple sources in order to interpret learning results for students	98%	91%
To use available technology to document student learning to determine when an intervention is necessary and appropriate	96%	90%
To use available technology to collect and manage formative assessment data to guide instruction	94%	91%

Percentage of First Year Teachers Appraised as Sufficiently or Well Prepared from 2016 – 2018

UNIVERSITY OF MARY HARDIN-BAYLOR

	N	2015-16	N	2016-17	N	2017-18
Indicator 2: Principal Appraisal of First-Year Teachers	33	82%	47	81%	49	80%
Classroom Environment	33	85%	47	85%	49	80%
Instruction	33	85%	47	87%	49	84%
Students with Disabilities	21	97%	42	83%	41	85%
English Language Learners	31	100%	34	82%	40	88%
Technology Integration	33	97%	47	91%	49	92%
Use Technology with Data	33	97%	47	94%	49	94%

Alternative - Institutions that offer teacher training that prepares individuals who already hold a baccalaureate degree. These providers include education service centers, school districts, private entities, community colleges, and universities.

Traditional - Institutions that offer teacher training that is part of an undergraduate degree program offered by colleges and universities.

Traditional/Alternative - Institutions that offer both Alternative and Traditional Teacher training.

Source: State Board for Educator Certification (<https://secure.sbec.state.tx.us/SBECOnline/approvedprograms.asp?s=3>)