Ratings of Effectiveness and Impact on Learners
Advanced Programs

%age "Effective" or "Highly Effective"	1st Year Completer				3rd Year Completer			
Performance Areas	2019	2020	2021	2022	2019	2020	2021	2022
N =	38	59	63	45	45	59	38*	55
a. Helps to create and maintain an environment that supports the academic, emotional, social and attitudinal development of all students.	94.7%	94.9%	92.1%	95.6%	93.3%	86.4%	97.4%	96.4%
b. Demonstrates thorough understanding of content knowledge necessary for the position.	94.7%	91.5%	87.3%	86.7%	88.9%	81.4%	97.4%	87.3%
c. Applies knowledge and skills effectively to support the learning of all students.	94.7%	94.9%	92.1%	95.6%	91.1%	86.4%	97.4%	96.4%
d. Demonstrates thorough understanding of learner development and individual differences.	94.7%	94.9%	90.5%	88.9%	88.9%	84.7%	94.7%	92.7%
e. Uses a variety of methods and/or resources to meet the needs of all students.	92.1%	93.2%	88.9%	91.1%	91.1%	79.7%	92.1%	94.5%
f. Demonstrates a thorough understanding of assessment practices.	78.9%	89.8%	81.0%	86.7%	84.4%	83.1%	89.5%	89.1%
g. Uses assessment results to monitor student learning and inform decisions.	78.9%	88.1%	73.0%	86.7%	77.8%	84.7%	84.2%	90.9%
h. Participates in collaboration and/or leadership opportunities.	92.1%	89.8%	85.7%	93.3%	86.7%	86.4%	100.0%	98.2%
i. Engages in reflection and continuous growth.	94.7%	93.2%	84.1%	95.6%	82.2%	84.7%	97.4%	98.2%
j. Positively impacts overall student growth/performance.	94.7%	94.9%	93.7%	95.6%	93.3%	86.4%	100.0%	98.2%

%age "Effective" or "Highly Effective"	1st Year Employer				3rd Year Employer			
Performance Areas	2019	2020	2021	2022	2019	2020	2021	2022
N =	44	77	53	45	43	44	47	41
a. Helps to create and maintain an environment that supports the academic, emotional, social and attitudinal development of all students.	90.9%	92.2%	84.9%	86.7%	90.7%	97.7%	95.7%	92.7%
b. Demonstrates thorough understanding of content knowledge necessary for the position.	88.6%	92.2%	88.7%	82.2%	83.7%	93.2%	91.5%	97.6%
c. Applies knowledge and skills effectively to support the learning of all students.	88.6%	92.2%	84.9%	86.7%	90.7%	97.7%	93.6%	92.7%
d. Demonstrates thorough understanding of learner development and individual differences.	88.6%	92.2%	83.0%	82.2%	88.4%	97.7%	93.6%	97.6%
e. Uses a variety of methods and/or resources to meet the needs of all students.	86.4%	85.7%	81.1%	88.9%	86.0%	95.5%	87.2%	97.6%
f. Demonstrates a thorough understanding of assessment practices.	86.4%	84.4%	86.8%	88.9%	81.4%	90.9%	83.0%	90.2%
g. Uses assessment results to monitor student learning and inform decisions.	86.4%	81.8%	77.4%	82.2%	79.1%	88.6%	87.2%	92.7%
h. Participates in collaboration and/or leadership opportunities.	95.5%	88.3%	81.1%	82.2%	83.7%	97.7%	93.6%	97.6%
i. Engages in reflection and continuous growth.	90.9%	84.4%	81.1%	88.9%	88.4%	97.7%	93.6%	90.2%
j. Positively impacts overall student growth/performance.	90.9%	90.9%	84.9%	88.9%	90.7%	95.5%	93.6%	95.1%

Rating Scale:
1 - Ineffective - Shows awareness and beginning skills but needs considerable improvement.
2 - Developing - Skills and awareness levels are developing and will be successful with additional experience.
3 - Effective - Consistently demonstrates competence with minimal assistance or prompting
4 - Highly Effective - Consistently demonstrates a high degree of competence functioning independently