Ratings of Effectiveness and Impact on Learners Advanced Programs

%age "Effective" or "Highly Effective"	1st Year Completer			3rd Year Completer		
Performance Areas	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**
N =	**63**	**45**	**30**	**38***	**55**	**39**
a. Helps to create and maintain an environment that supports the academic, emotional, social and attitudinal development of all students.	92.1%	95.6%	96.7%	97.4%	96.4%	94.90%
b. Demonstrates thorough understanding of content knowledge necessary for the position.	87.3%	86.7%	86.7%	97.4%	87.3%	94.90%
c. Applies knowledge and skills effectively to support the learning of all students.	92.1%	95.6%	86.7%	97.4%	96.4%	92.30%
d. Demonstrates thorough understanding of learner development and individual differences.	90.5%	88.9%	90.0%	94.7%	92.7%	97.40%
e. Uses a variety of methods and/or resources to meet the needs of all students.	88.9%	91.1%	80.0%	92.1%	94.5%	94.90%
f. Demonstrates a thorough understanding of assessment practices.	81.0%	86.7%	80.0%	89.5%	89.1%	84.60%
g. Uses assessment results to monitor student learning and inform decisions.	73.0%	86.7%	76.7%	84.2%	90.9%	87.20%
h. Participates in collaboration and/or leadership opportunities.	85.7%	93.3%	93.3%	100.0%	98.2%	94.90%
i. Engages in reflection and continuous growth.	84.1%	95.6%	90.0%	97.4%	98.2%	94.90%
j. Positively impacts overall student growth/performance.	93.7%	95.6%	100.0%	100.0%	98.2%	94.90%

%age "Effective" or "Highly Effective"	1st Year Employer			3rd Year Employer		
Performance Areas	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**
N =	53	**45**	**36**	**47**	**41**	**38**
a. Helps to create and maintain an environment that supports the academic, emotional, social and attitudinal development of all students.	84.9%	86.7%	94.4%	95.7%	92.7%	84.2%
b. Demonstrates thorough understanding of content knowledge necessary for the position.	88.7%	82.2%	97.2%	91.5%	97.6%	81.6%
c. Applies knowledge and skills effectively to support the learning of all students.	84.9%	86.7%	94.4%	93.6%	92.7%	81.6%
d. Demonstrates thorough understanding of learner development and individual differences.	83.0%	82.2%	94.4%	93.6%	97.6%	92.1%
e. Uses a variety of methods and/or resources to meet the needs of all students.	81.1%	88.9%	97.2%	87.2%	97.6%	81.6%
f. Demonstrates a thorough understanding of assessment practices.	86.8%	88.9%	97.2%	83.0%	90.2%	81.6%
g. Uses assessment results to monitor student learning and inform decisions.	77.4%	82.2%	91.7%	87.2%	92.7%	81.6%
h. Participates in collaboration and/or leadership opportunities.	81.1%	82.2%	94.4%	93.6%	97.6%	73.7%
i. Engages in reflection and continuous growth.	81.1%	88.9%	94.4%	93.6%	90.2%	73.7%
j. Positively impacts overall student growth/performance.	84.9%	88.9%	91.7%	93.6%	95.1%	84.2%

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