

**Measure 1 (Initial): Completer effectiveness. (R4.1)**

**Initial Programs Completer Effectiveness AND Impact**

**Impact on P-12 Student Learning Growth**

The Virginia Teacher Performance Evaluation Standard 8, Student Academic Progress, is used by Virginia to assess P-12 teachers' impact on student learning. Currently, the EPP gathers information about our completers' impact on student learning through their voluntarily submitting their Virginia Teacher Summative Performance and the VEAC Employer and Completer Surveys whose items are aligned to the VDOE standards, including Standard 8. However, EPP only has measures of completers' impact through the VEAC Employer and Completer surveys, as repeated solicitations for completers' Teacher Summative Performance evaluations were unsuccessful. Moving forward, the EPP will use focus groups instead of requests for evaluations to gather information about our completers' impact on student learning.

As presented in Table 1, employers perceive completers as proficient, which is the expected level of performance in VA Standard # 8, which measures student academic progress. Completers also perceive themselves as being proficient, which is the expected level of performance, according to VA Standard # 8.

**Table 1.**

*Means and Standard Deviations (SD) for Completers' Impact on Student Learning via VA-8, Student Academic Progress, from VEAC Employer and Completer Surveys*

<b>Student Academic Progress (VA-8)</b>	<b>N</b>	<b>Mean</b>	<b>SD</b>
<b>Completer Survey</b>	46	3.24	.70
<b>Employer Survey</b>	32	3.10	.65

Note. Response scale: 1 = Unacceptable, 2 = Developing (effectiveness emerging), 3 = Proficient, 4 = Exemplary.

## Completer Effectiveness

Completer effectiveness is captured by the overall scores on the VEAC Employer and Completer Surveys, the items of which are aligned with the Virginia Teacher Summative Performance Standards. As presented in Table 2, employers and completers rate completers' effectiveness as being proficient, which is the expected level of performance.

**Table 2.**

*Means and Standard Deviations (SD) Completers' Effectiveness from VEAC Employer and Completer Surveys*

<b>Effectiveness Measures</b>	<b>N</b>	<b>Mean</b>	<b>SD</b>
<b>Completer Survey</b>	46	3.34	.61
<b>Employer Survey</b>	32	3.15	.63

Note. Response scale: 1 = Unacceptable, 2 = Developing (effectiveness emerging), 3 = Proficient, 4 = Exemplary