



# Accountability System for Educator Preparation (ASEP)

## Indicator 2: Principal Appraisal of First-Year Teachers

### BAYLOR UNIVERSITY

This report presents results from the principal survey of beginning teachers. In this survey, principals describe the preparation of new 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. Teachers on both standard and probationary certificates are included.

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>

### Indicator 2 Outcomes

**EPP Score: 80**

**Standard: 70\***

**State Average: 73**

Met Standard 2: Yes

Region ESC: Waco

EPP Type: Traditional

# Certifications: 134

# Graduates Rated (N): 86

\* Reporting purposes only for 2016-17 \*\*Small Group Exception

### 2016-17 Percentage of First Year Teachers Designated as Sufficiently or Well Prepared

	BAYLOR UNIVERSITY	Traditional	All TX EPPS
Classroom Environment	80%	80%	80%
Instruction	81%	80%	79%
Students with Disabilities	85%	80%	79%
English Language Learners	89%	85%	84%
Technology Integration	93%	90%	89%
Use Technology with Data	91%	87%	87%

### 2016-17 Number of Teachers Rated by Area

Area	Number	Area	Number	Area	Number
English Language Arts	5	General Elementary	42	Languages other than English	
Mathematics	11	Special Education	5	Career and Technical Education	
Science	2	Health/Physical Ed.	1	Technology/Applications/ Computer Science	
Social Studies	3	Professional		Bilingual/English as a Second Language	34
Fine Arts	20	Other	11		

## 2016-17 Percentage of Teachers Rated Sufficiently or Well Prepared

### BAYLOR UNIVERSITY (N=86)

<b>Classroom Environment</b>	<b>EPP</b>	<b>State</b>
To effectively implement discipline management procedures	86%	82%
To communicate clear expectations for achievement and behavior that promote and encourage self-discipline and self-directed learning	83%	84%
To provide support to achieve a positive, equitable, and engaging learning environment	94%	89%
To build and maintain positive rapport with students	94%	92%
To build and maintain positive rapport and two-way communication with students' families	93%	89%
<b>Instruction</b>	<b>EPP</b>	<b>State</b>
To implement varied instruction that integrates critical thinking, inquiry, and problem solving	90%	86%
To respond to the needs of students by being flexible in instructional approach and differentiating instruction	93%	86%
To use the results of formative assessment data to guide instruction	85%	86%
To engage and motivate students through learner-centered instruction	94%	87%
To integrate effective modeling, questioning, and self-reflection (self-assessment) strategies into instruction	94%	87%
To assume various roles in the instructional process (e.g. instructor, facilitator, audience)	92%	88%
To set clear learning goals and align instruction with standards-based content	92%	89%
To provide quality and timely feedback to students	94%	90%
<b>Students with Disabilities</b>	<b>EPP</b>	<b>State</b>
To differentiate instruction to meet the academic needs of students with disabilities	92%	84%
To differentiate instruction to meet the behavioral needs of students with disabilities	85%	82%
To provide appropriate ways for students with disabilities to demonstrate their learning	92%	87%
To understand and adhere to the federal and state laws that govern special education services	94%	91%
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	91%	88%
To develop and/or implement formal and informal assessment that track students' progress toward IEP goals and objectives	89%	86%
To collaborate with others, such as para-educators and other teachers, in meeting the academic, developmental, and behavioral needs of students with disabilities	92%	91%
<b>English Language Learners</b>	<b>EPP</b>	<b>State</b>
To provide appropriate ways for LEP-ELL students to demonstrate their learning	90%	88%
To understand and adhere to federal and state laws that govern education services for LEP-ELL students	97%	91%
To comply with district and campus policies and procedures regarding LEP-ELL students	97%	93%
To support LEP-ELL students in mastering the Texas Essential Knowledge and Skills (TEKS), including the English Language Proficiency Standards (ELPS)	94%	88%
To model and teach the forms and functions of academic English in content areas	92%	89%
<b>Technology Integration</b>	<b>EPP</b>	<b>State</b>
To use technology available on the campus to integrate curriculum TEKS and Technology Application TEKS to support student learning	99%	94%
To provide technology based classroom learning opportunities that allow students to interact with real-time and/or On line content	98%	92%
To teach students developmentally appropriate technology skills	94%	92%
To use technology to make learning more active and engaging for students	98%	92%
<b>Using Technology with Data</b>	<b>EPP</b>	<b>State</b>
To use available technology to collect, manage and analyze student data using software programs (such as Excel or an electronic gradebook)	97%	92%
To use available technology to collect, manage, and analyze data from multiple sources in order to interpret learning results for students	92%	90%
To use available technology to document student learning to determine when an intervention is necessary and appropriate	92%	89%
To use available technology to collect and manage formative assessment data to guide instruction	92%	90%

## Percentage of First Year Teachers Appraised as Sufficiently or Well Prepared from 2015 – 2017

### BAYLOR UNIVERSITY

Performance Standard: 70% (Reporting purposes only for 2016-17)

	<b>N</b>	<b>2014-15</b>	<b>N</b>	<b>2015-16</b>	<b>N</b>	<b>2016-17</b>
<b>Indicator 2: Principal Appraisal of First-Year Teachers</b>	105	81%	76	92%	86	80%
<b>Classroom Environment</b>	105	83%	76	93%	86	80%
<b>Instruction</b>	105	81%	76	96%	86	81%
<b>Students with Disabilities</b>	79	81%	61	94%	65	85%
<b>English Language Learners</b>	80	80%	67	98%	63	89%
<b>Technology Integration</b>	105	80%	76	99%	86	93%
<b>Use Technology with Data</b>	105	79%	76	97%	86	91%

Alternative - Teacher training offered by education service centers, school districts and other entities, as well as colleges and universities, for individuals who already hold a baccalaureate degree.

Traditional - Teacher training offered by colleges and universities as part of an undergraduate degree program.

Traditional/Alternative - Teacher training includes undergraduate preparation as well as alternative and/or post-baccalaureate preparation

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