

Insights Tool: Completer Effectiveness and Impact  
Evaluation

EPP Metrics (2015-2018)					
Distribution of Overall Evaluation Ratings	Percentage of Completers with LOE - Level 1	0.2 %	0	▼	100
	Percentage of Completers with LOE - Level 2	4.8 %	0	▼	100
	Percentage of Completers with LOE - Level 3	27.3 %	0	▼	100
	Percentage of Completers with LOE - Level 4	41.8 %	0	▲	100
	Percentage of Completers with LOE - Level 5	25.9 %	0	▲	100
	Percentage of completers with Level 3+ LOE	95.0 %	0	▲	100
Distribution of TVAAS Ratings	Percentage of Completers with TVAAS - Level 1	18.1 %	0	▼	100
	Percentage of Completers with TVAAS - Level 2	16.0 %	0	▲	100
	Percentage of Completers with TVAAS - Level 3	32.6 %	0	▼	100
	Percentage of Completers with TVAAS - Level 4	16.7 %	0	▲	100
	Percentage of Completers with TVAAS - Level 5	16.7 %	0	▲	100
	Percentage of completers with Level 3+ TVAAS	66.0 %	0	▲	100
Distribution of Observation Ratings	Percentage of Completers with Observation - Level 1	0.0 %	0	▼	100
	Percentage of Completers with Observation - Level 2	3.3 %	0	▼	100
	Percentage of Completers with Observation - Level 3	31.5 %	0	▼	100
	Percentage of Completers with Observation - Level 4	51.1 %	0	▲	100
	Percentage of Completers with Observation - Level 5	14.1 %	0	▼	100
	Percentage of completers with Level 3+ Observation	96.7 %	0	▲	100



Insights Tool: Completer Effectiveness and Impact  
Level 3+ LOE by Endorsement

Metric Name	Cohort Year	Rate	NSize	
Percentage of completers with Level 3+ LOE	2017-18	92.0 %	100	
	2016-17	92.8 %	208	
	2015-16	97.8 %	271	
Level 3+ LOE	Early Childhood Ed PreK-3	98.5 %	0	
	Elementary Education K-5/K-6	95.5 %	0	
	English 6-12/7-12	92.5 %	0	
	History 6-12/7-12	86.7 %	0	
	Mathematics 6-12/7-12	89.3 %	0	
	Middle Grades 4-8	89.3 %	0	
	Sp. Ed. Comp K-12	97.6 %	0	
	Sp. Ed. Modified K-12	96.3 %	0	

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Level 3+ TVAAS Ratings

Percentage of completers with Level 3+ TVAAS	Elementary Education K-5/K-6	67.6 %	0	
	English 6-12/7-12	77.3 %	0	
	History 6-12/7-12	72.7 %	0	
	Mathematics 6-12/7-12	64.3 %	0	
	Middle Grades 4-8	50.0 %	0	



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Percentage of Completers with Level 3+ Observation Indicator Scores

Level 3+ Observation				
	Elementary Education K-5/K-6	98.5 %	0	
	English 6-12/7-12	86.5 %	0	
	History 6-12/7-12	96.7 %	0	
	Mathematics 6-12/7-12	92.9 %	0	
	Middle Grades 4-8	92.6 %	0	
	Sp. Ed. Comp K-12	97.5 %	0	
	Sp. Ed. Modified K-12	96.2 %	0	

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Average Observation Indicator Scores

Average Observation Indicator Scores	Indicator	Score	Target	Change
	Standards and Objectives	3.5	5	↓
	Motivating Students	3.9	5	↑
	Presenting Content	3.6	5	↓
	Lesson Structure and Pacing	3.5	5	↑
	Activities and Materials	3.6	5	↓
	Questioning	3.3	5	↑
	Academic Feedback	3.4	5	↓
	Grouping Students	3.5	5	↑
	Knowledge of Students	3.8	5	↑
	Thinking	3.4	5	↑
	Content Knowledge	4.1	5	↑
	Problem Solving	3.3	5	↑
	Instructional Plans	4.1	5	↑
	Student Work	3.9	5	↑
	Assessment	3.7	5	↑
	Expectations	3.9	5	↓
	Managing Student Behavior	4.0	5	↑
	Environment	4.3	5	↑
	Respectful Culture	4.3	5	↑



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Percentage of Completers with Level 3+ Observation Indicator Scores by Endorsement

Instruction	Score	Target	Change	Scale
Biology 6-12/7-12	3.7	3.5	▲	5
Early Childhood Ed PreK-3	3.6	3.5	▲	5
Elementary Education K-5/K-6	3.5	3.5	▼	5
English 6-12/7-12	3.4	3.5	▼	5
History 6-12/7-12	3.5	3.5	▲	5
Mathematics 6-12/7-12	3.6	3.5	▲	5
Middle Grades 4-8	3.7	3.5	▲	5
Physical Education K-12	3.6	3.5	▼	5
Sp. Ed. Comp K-12	3.7	3.5	▲	5
Sp. Ed. Modified K-12	3.7	3.5	▲	5
Visual Arts K-12	4.0	3.5	▲	5

Environment	Score	Target	Change	Scale
Biology 6-12/7-12	4.4	4.0	▲	5
Early Childhood Ed PreK-3	4.4	4.0	▲	5
Elementary Education K-5/K-6	4.2	4.0	▲	5
English 6-12/7-12	4.1	4.0	▼	5
History 6-12/7-12	4.0	4.0	▼	5
Mathematics 6-12/7-12	4.2	4.0	▲	5
Middle Grades 4-8	4.3	4.0	▲	5
Physical Education K-12	4.0	4.0	▼	5
Sp. Ed. Comp K-12	4.3	4.0	▲	5
Sp. Ed. Modified K-12	4.3	4.0	▲	5
Visual Arts K-12	4.6	4.0	▲	5



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Percentage of Completers with Level 3+ Observation Indicator Scores by Endorsement

Endorsement	Score	Target	Indicator	Count
Planning	Biology 6-12/7-12	3.8	▲	5
	Early Childhood Ed PreK-3	3.9	▼	5
	Elementary Education K-5/K-6	3.9	▲	5
	English 6-12/7-12	3.8	▼	5
	History 6-12/7-12	4.0	▲	5
	Mathematics 6-12/7-12	3.9	▲	5
	Middle Grades 4-8	3.9	▲	5
	Physical Education K-12	3.7	▼	5
	Sp. Ed. Comp K-12	3.9	▲	5
	Sp. Ed. Modified K-12	3.9	▲	5
	Visual Arts K-12	4.0	▼	5

Endorsement	Score	Target	Indicator	Count
Standards and Objectives	Biology 6-12/7-12	3.6	▲	5
	Early Childhood Ed PreK-3	3.5	▼	5
	Elementary Education K-5/K-6	3.6	▲	5
	English 6-12/7-12	3.3	▼	5
	History 6-12/7-12	3.2	▼	5
	Mathematics 6-12/7-12	3.4	▼	5
	Middle Grades 4-8	3.6	▲	5
	Physical Education K-12	3.5	▼	5
	Sp. Ed. Comp K-12	3.4	▲	5
	Sp. Ed. Modified K-12	3.6	▲	5
	Visual Arts K-12	3.8	▲	5



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Endorsement	Score	Target	Indicator	Count
Motivating Students				
Biology 6-12/7-12	3.8	3.5	▲	5
Early Childhood Ed PreK-3	4.1	3.5	▲	5
Elementary Education K-5/K-6	3.8	3.5	▼	5
English 6-12/7-12	3.5	3.5	▼	5
History 6-12/7-12	3.6	3.5	▼	5
Mathematics 6-12/7-12	3.7	3.5	▼	5
Middle Grades 4-8	3.9	3.5	▲	5
Physical Education K-12	3.9	3.5	▼	5
Sp. Ed. Comp K-12	4.2	3.5	▲	5
Sp. Ed. Modified K-12	4.0	3.5	▲	5
Visual Arts K-12	4.4	3.5	▲	5

Endorsement	Score	Target	Indicator	Count
Presenting Content				
Biology 6-12/7-12	3.7	3.5	▲	5
Early Childhood Ed PreK-3	3.6	3.5	▲	5
Elementary Education K-5/K-6	3.6	3.5	▼	5
English 6-12/7-12	3.4	3.5	▼	5
History 6-12/7-12	3.7	3.5	▲	5
Mathematics 6-12/7-12	3.8	3.5	▲	5
Middle Grades 4-8	3.5	3.5	▼	5
Physical Education K-12	3.5	3.5	▼	5
Sp. Ed. Comp K-12	3.5	3.5	▼	5
Sp. Ed. Modified K-12	3.7	3.5	▲	5
Visual Arts K-12	4.1	3.5	▲	5



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Endorsement	Score	Target	Change	Count
Lesson Structure and Pacing	Biology 6-12/7-12	3.5	▲	5
	Early Childhood Ed PreK-3	3.5	▲	5
	Elementary Education K-5/K-6	3.4	▼	5
	English 6-12/7-12	3.3	▼	5
	History 6-12/7-12	3.5	▲	5
	Mathematics 6-12/7-12	3.6	▲	5
	Middle Grades 4-8	3.6	▲	5
	Physical Education K-12	3.4	▼	5
	Sp. Ed. Comp K-12	3.5	▲	5
	Sp. Ed. Modified K-12	3.7	▲	5
	Visual Arts K-12	3.8	▲	5

Endorsement	Score	Target	Change	Count
Activities and Materials	Biology 6-12/7-12	3.6	▼	5
	Early Childhood Ed PreK-3	3.6	▲	5
	Elementary Education K-5/K-6	3.6	▼	5
	English 6-12/7-12	3.5	▼	5
	History 6-12/7-12	3.5	▲	5
	Mathematics 6-12/7-12	3.6	▲	5
	Middle Grades 4-8	3.8	▲	5
	Physical Education K-12	3.5	▼	5
	Sp. Ed. Comp K-12	3.7	▲	5
	Sp. Ed. Modified K-12	3.6	▼	5
	Visual Arts K-12	4.1	▲	5





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Questioning	Endorsement	Score	Target	Change	Scale
	Biology 6-12/7-12	3.2	3.5	↓	5
	Early Childhood Ed PreK-3	3.4	3.5	↑	5
	Elementary Education K-5/K-6	3.3	3.5	↓	5
	English 6-12/7-12	3.4	3.5	↑	5
	History 6-12/7-12	3.4	3.5	↑	5
	Mathematics 6-12/7-12	3.2	3.5	↓	5
	Middle Grades 4-8	3.4	3.5	↑	5
	Physical Education K-12	3.2	3.5	↑	5
	Sp. Ed. Comp K-12	3.4	3.5	↑	5
	Sp. Ed. Modified K-12	3.4	3.5	↑	5
	Visual Arts K-12	3.6	3.5	↑	5

Academic Feedback	Endorsement	Score	Target	Change	Scale
	Biology 6-12/7-12	3.3	3.5	↓	5
	Early Childhood Ed PreK-3	3.6	3.5	↑	5
	Elementary Education K-5/K-6	3.3	3.5	↓	5
	English 6-12/7-12	3.3	3.5	↓	5
	History 6-12/7-12	3.3	3.5	↓	5
	Mathematics 6-12/7-12	3.6	3.5	↑	5
	Middle Grades 4-8	3.3	3.5	↓	5
	Physical Education K-12	3.1	3.5	↓	5
	Sp. Ed. Comp K-12	3.5	3.5	↓	5
	Sp. Ed. Modified K-12	3.8	3.5	↑	5
	Visual Arts K-12	3.7	3.5	↓	5



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Grouping Students	Endorsement	Score	Target	Change	Scale
Grouping Students	Biology 6-12/7-12	3.0	3.5	▼	5
	Early Childhood Ed PreK-3	3.6	3.5	▲	5
	Elementary Education K-5/K-6	3.5	3.5	▲	5
	English 6-12/7-12	3.3	3.5	▼	5
	History 6-12/7-12	3.2	3.5	▲	5
	Mathematics 6-12/7-12	3.4	3.5	▲	5
	Middle Grades 4-8	3.4	3.5	▲	5
	Physical Education K-12	3.4	3.5	▼	5
	Sp. Ed. Comp K-12	3.7	3.5	▲	5
	Sp. Ed. Modified K-12	3.9	3.5	▲	5
	Visual Arts K-12	3.3	3.5	▼	5

Grouping Students	Endorsement	Score	Target	Change	Scale
Knowledge of Students	Biology 6-12/7-12	3.7	3.5	▲	5
	Early Childhood Ed PreK-3	4.1	3.5	▲	5
	Elementary Education K-5/K-6	3.7	3.5	▼	5
	English 6-12/7-12	3.6	3.5	▼	5
	History 6-12/7-12	3.7	3.5	▲	5
	Mathematics 6-12/7-12	3.6	3.5	▼	5
	Middle Grades 4-8	3.9	3.5	▲	5
	Physical Education K-12	3.6	3.5	▼	5
	Sp. Ed. Comp K-12	4.4	3.5	▲	5
	Sp. Ed. Modified K-12	4.4	3.5	▲	5
	Visual Arts K-12	3.9	3.5	▲	5



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Thinking	Endorsement	Score	Target	Change	5
	Biology 6-12/7-12	3.5	3.5	▲	5
	Early Childhood Ed PreK-3	3.4	3.5	▲	5
	Elementary Education K-5/K-6	3.3	3.5	▼	5
	English 6-12/7-12	3.4	3.5	▼	5
	History 6-12/7-12	3.3	3.5	▼	5
	Mathematics 6-12/7-12	3.5	3.5	▲	5
	Middle Grades 4-8	3.7	3.5	▲	5
	Physical Education K-12	3.2	3.5	▼	5
	Sp. Ed. Comp K-12	3.3	3.5	▲	5
	Sp. Ed. Modified K-12	3.2	3.5	▼	5
	Visual Arts K-12	3.8	3.5	▲	5

Content Knowledge	Endorsement	Score	Target	Change	5
	Biology 6-12/7-12	4.5	4.5	▲	5
	Early Childhood Ed PreK-3	3.9	4.0	▲	5
	Elementary Education K-5/K-6	3.9	4.0	▲	5
	English 6-12/7-12	4.1	4.0	▼	5
	History 6-12/7-12	4.2	4.0	▲	5
	Mathematics 6-12/7-12	4.4	4.0	▲	5
	Middle Grades 4-8	4.2	4.0	▲	5
	Physical Education K-12	4.4	4.0	▲	5
	Sp. Ed. Comp K-12	4.1	4.0	▲	5
	Sp. Ed. Modified K-12	4.1	4.0	▲	5
	Visual Arts K-12	4.8	4.0	▲	5



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Percentage of Completers with Level 3+ Observation Indicator Scores by Endorsement

Endorsement	Score	Target	Indicator
Problem Solving			
Biology 6-12/7-12	3.3	3.5	▼
Early Childhood Ed PreK-3	3.3	3.5	▼
Elementary Education K-5/K-6	3.2	3.5	▼
English 6-12/7-12	3.1	3.5	▼
History 6-12/7-12	3.2	3.5	▲
Mathematics 6-12/7-12	3.6	3.5	▲
Middle Grades 4-8	3.4	3.5	▲
Physical Education K-12	3.1	3.5	▼
Sp. Ed. Comp K-12	3.2	3.5	▲
Sp. Ed. Modified K-12	3.2	3.5	▼
Visual Arts K-12	3.5	3.5	▼

Endorsement	Score	Target	Indicator
Instructional Plans			
Biology 6-12/7-12	3.8	3.5	▼
Early Childhood Ed PreK-3	4.1	3.5	▲
Elementary Education K-5/K-6	4.1	3.5	▲
English 6-12/7-12	4.0	3.5	▼
History 6-12/7-12	4.0	3.5	▲
Mathematics 6-12/7-12	4.1	3.5	▲
Middle Grades 4-8	4.0	3.5	▲
Physical Education K-12	3.9	3.5	▼
Sp. Ed. Comp K-12	4.2	3.5	▲
Sp. Ed. Modified K-12	4.1	3.5	▲
Visual Arts K-12	4.2	3.5	▲



Insights Tool: Completer Effectiveness and Impact  
Percentage of Completers with Level 3+ Observation Indicator Scores by Endorsement

Endorsement	Score	Target	Change	Scale
Student Work				
Biology 6-12/7-12	3.8	4.0	▼	5
Early Childhood Ed PreK-3	4.0	4.0	▲	5
Elementary Education K-5/K-6	3.8	4.0	▲	5
English 6-12/7-12	3.8	4.0	▼	5
History 6-12/7-12	4.0	4.0	▲	5
Mathematics 6-12/7-12	3.8	4.0	▲	5
Middle Grades 4-8	4.0	4.0	▲	5
Physical Education K-12	3.5	4.0	▼	5
Sp. Ed. Comp K-12	3.7	4.0	▼	5
Sp. Ed. Modified K-12	3.9	4.0	▲	5
Visual Arts K-12	4.2	4.0	▲	5

Endorsement	Score	Target	Change	Scale
Assessment				
Biology 6-12/7-12	3.8	4.0	▲	5
Early Childhood Ed PreK-3	3.8	4.0	▲	5
Elementary Education K-5/K-6	3.7	4.0	▲	5
English 6-12/7-12	3.6	4.0	▼	5
History 6-12/7-12	3.7	4.0	▲	5
Mathematics 6-12/7-12	3.5	4.0	▼	5
Middle Grades 4-8	3.7	4.0	▲	5
Physical Education K-12	3.5	4.0	▼	5
Sp. Ed. Comp K-12	3.6	4.0	▲	5
Sp. Ed. Modified K-12	3.7	4.0	▲	5
Visual Arts K-12	3.7	4.0	▲	5



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Percentage of Completers with Level 3+ Observation Indicator Scores by Endorsement

Expectations	Score	Target	Change	5
Biology 6-12/7-12	4.2	4.0	▲	5
Early Childhood Ed PreK-3	4.0	4.0	▲	5
Elementary Education K-5/K-6	3.8	4.0	▼	5
English 6-12/7-12	3.7	4.0	▼	5
History 6-12/7-12	3.8	4.0	▲	5
Mathematics 6-12/7-12	3.9	4.0	▲	5
Middle Grades 4-8	3.9	4.0	▼	5
Physical Education K-12	3.7	4.0	▼	5
Sp. Ed. Comp K-12	3.9	4.0	▼	5
Sp. Ed. Modified K-12	4.0	4.0	▼	5
Visual Arts K-12	4.3	4.0	▲	5

Managing Student Behavior	Score	Target	Change	5
Biology 6-12/7-12	4.1	4.0	▲	5
Early Childhood Ed PreK-3	3.9	4.0	▲	5
Elementary Education K-5/K-6	4.0	4.0	▼	5
English 6-12/7-12	4.0	4.0	▼	5
History 6-12/7-12	4.0	4.0	▲	5
Mathematics 6-12/7-12	4.0	4.0	▲	5
Middle Grades 4-8	4.2	4.0	▲	5
Physical Education K-12	4.0	4.0	▼	5
Sp. Ed. Comp K-12	4.3	4.0	▲	5
Sp. Ed. Modified K-12	4.4	4.0	▲	5
Visual Arts K-12	4.1	4.0	▲	5



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Percentage of Completers with Level 3+ Observation Indicator Scores by Endorsement

Environment	Endorsement	Score	Target	Indicator	Count
Environment	Biology 6-12/7-12	4.4	4.5	▲	5
	Early Childhood Ed PreK-3	4.5	4.5	▲	5
	Elementary Education K-5/K-6	4.4	4.5	▲	5
	English 6-12/7-12	4.2	4.5	▼	5
	History 6-12/7-12	3.9	4.5	▼	5
	Mathematics 6-12/7-12	4.4	4.5	▲	5
	Middle Grades 4-8	4.3	4.5	▲	5
	Physical Education K-12	4.0	4.5	▼	5
	Sp. Ed. Comp K-12	4.2	4.5	▼	5
	Sp. Ed. Modified K-12	4.3	4.5	▼	5
	Visual Arts K-12	4.8	4.5	▲	5

Respectful Culture	Endorsement	Score	Target	Indicator	Count
Respectful Culture	Biology 6-12/7-12	4.5	4.5	▲	5
	Early Childhood Ed PreK-3	4.4	4.5	▲	5
	Elementary Education K-5/K-6	4.4	4.5	▲	5
	English 6-12/7-12	4.2	4.5	▼	5
	History 6-12/7-12	4.2	4.5	▼	5
	Mathematics 6-12/7-12	4.1	4.5	▼	5
	Middle Grades 4-8	4.4	4.5	▲	5
	Physical Education K-12	4.2	4.5	▼	5
	Sp. Ed. Comp K-12	4.5	4.5	▲	5
	Sp. Ed. Modified K-12	4.5	4.5	▲	5
	Visual Arts K-12	4.8	4.5	▲	5



Insights Tool: Completer Effectiveness and Impact  
Average Observation Domain Scores

Average Observation Domain Scores	Instruction	3.6	↑	5
	Environment	4.2	↑	5
	Planning	3.9	↑	5