



## Georgia Professional Standards Commission Preparation Program Effectiveness Measures (PPEMs)

### Teacher Preparation Program Effectiveness Measures (TPPEMs)

TPPEM Data Elements		Scale	Status	Collected	Reported
Teacher Effectiveness Measure (TEM)		1-4 pt. scale with 4 being the highest rating, based on the 4 levels reported by DOE	Lagging data Dynamic	Summer (at the end of each academic year)	Annually
Success at Induction		1-5 scale, based on ranges of percentages. State retention and attrition data will be used to determine a benchmark (3).	Lagging data Static	At the end of the third year after cohort completion year	In the third report after cohort completion year
Content Knowledge	GACE Content Assessment	2-pt. scale: 2 points for passing at professional, 1 point for passing at induction, 0 points for failing.	Static	At the end of the <sup>1</sup> reporting year (Aug. 31)	Annually
	edTPA	TBD Preliminary Plans: 1-5 pt. scale (The summative score of the 15 rubrics will be reported on a scale of 15 to 75.)	Static	Non-Traditional: second semester of employment Traditional: At program completion	Annually
<sup>2</sup> GaPSC Annual Program Performance Data	Completion Rates	Completion rates will be reported on a 1-5 scale with 5 being the highest score. The state average completion rate will be used to determine a benchmark (3).	Static	At program completion	Annually
	Retention Rates		Dynamic	At the beginning of the second and third years of employment (fall CPI data)	In the second and third reports after cohort completion year
	Yield	Retention data will be reported on a 1-5 scale with 5 being the highest score. State retention and attrition data will be used to determine a benchmark (3).	Dynamic	Annually beginning in the first year after cohort completion year	Annually
	<sup>3</sup> First Year Teacher Survey	Yield data will be reported on a 1-5 scale with 5 being the highest score. State employment data will be used to determine a benchmark (3).	Static	At the end of the first year of employment	Annually
	Employer Survey	First Year Teacher Survey (formerly named the Completer Survey) data will be reported on a 1-5 scale with 5 being the highest score.  Employer Survey data will be reported on a 1-5 scale with 5 being the highest score.	Static	At the end of the first year of employment	Annually

<sup>1</sup> The GaPSC reporting year will change from the current fiscal year (July 1 – June 30), to September 1 – August 31. As the first two GACE assessment attempts are counted for PPEM, the revised reporting year enables EPPs to grant eligibility to test later in the program while giving candidates more opportunities to test for the second time if needed during the summer after program completion. (All candidates must attempt the GACE content assessment at least once prior to program completion.) In addition, the new reporting year gives EPP candidates additional GACE assessment opportunities to be counted toward the “best attempt” score required by Title II. The new reporting year will become effective 2014-2015.

<sup>2</sup>Data elements in the GaPSC Annual Program Performance Data measure will be weighted as described below:

- 20% - Completion Rates
- 10% - Retention Rates
- 10% - Yield
- 30% - First Year Teacher Survey
- 30% - Employer Survey

<sup>3</sup>Two surveys of program graduates/completers will be administered:

1. First, a survey of recent graduates will be conducted to gather perceptions of preparation, as well as intent data. In addition to survey items related to preparation, intent items might include questions such as:
  - a. Do you intend to seek employment in a Georgia public school or public charter school?
  - b. Do you intend to seek employment in a private school, other education organization, or in another industry (not education)?
  - c. If you intend to seek employment in a GA school, to how many school systems have you applied?
  - d. Have you applied for teaching jobs in the field in which you were prepared?
  - e. Have you applied for teaching jobs in a field you added by passing the GACE content assessment?

Completion of this survey will be tied to the certification process so that it must be submitted before a certificate will be issued.

While data resulting from this survey will not be included in PPEMs, these data will be useful in explaining yield and will be included in PAAR, where the EPP will be able to use them to respond to positive or negative trends.

2. A second survey will be conducted after completers are hired in a Georgia public/or a Georgia public charter school. Formerly referred to as the *Completer Survey*, the *First Year Teacher Survey* will be administered only to those completers employed in a GA public /charter school where the state-mandated evaluation system is used.

## Leader Preparation Program Effectiveness Measures (LPPEMs)

LPPEM Data Elements		Scale	Status	Collected	Reported
Leader Effectiveness Measure (LEM)		1-4 pt. scale with 4 being the highest rating, based on the 4 levels reported by DOE	Lagging data Dynamic	Summer (at the end of each academic year)	Annually
Content Knowledge	GACE Content Assessment	TBD	Static	At the end of the <sup>4</sup> reporting year (Aug. 31)	Annually
<sup>5</sup> GaPSC Annual Program Performance Data	Completion Rates	Completion rates will be reported on a 1-5 scale with 5 being the highest score. The state average completion rate will be used to determine a benchmark (3).	Static	At program completion	Annually
	Retention Rates		Dynamic	At the beginning of the second and third years of employment (fall CPI data)	In the second and third reports after cohort completion year
	Yield	Retention data will be reported on a 1-5 scale with 5 being the highest score. State retention and attrition data will be used to determine a benchmark (3).	Dynamic	Annually beginning in the first year after cohort completion year	Annually
	<sup>6</sup> First Year Leader Survey	Yield data will be reported on a 1-5 scale with 5 being the highest score. State employment data will be used to determine a benchmark (3).	Static	At the end of the first year of employment	Annually
	Employer Survey	First Year Leader Survey (formerly named the Completer Survey) data will be reported on a 1-5 scale with 5 being the highest score.  Employer Survey data will be reported on a 1-5 scale with 5 being the highest score.	Static	At the end of the first year of employment	Annually

<sup>4</sup>The GaPSC reporting year will change from the current fiscal year (July 1 – June 30), to September 1 – August 31. As the first two GACE assessment attempts are counted for PPEM, the revised reporting year enables EPPs to grant eligibility to test later in the program while giving candidates more opportunities to test for the second time if needed during the summer after program completion. (All candidates must attempt the GACE content assessment at least once prior to program completion.) In addition, the new reporting year gives EPP candidates additional GACE assessment opportunities to be counted toward the “best attempt” score required by Title II. The new reporting year will become effective 2014-2015.

<sup>5</sup>Data elements in the GaPSC Annual Program Performance Data measure will be weighted as described below:

- 20% - Completion Rates
- 10% - Retention Rates
- 10% - Yield
- 30% - First Year Leader Survey
- 30% - Employer Survey

<sup>6</sup>Two surveys of program graduates/completers will be administered:

1. First, a survey of recent graduates will be conducted to gather perceptions of preparation, as well as intent data. In addition to survey items related to preparation, intent items might include questions such as:
  - a. Are you currently employed as an assistant principal or principal in a Georgia public school or public charter school? If NO, are you employed as a teacher or other school professional in a Georgia public school or public charter school?
  - b. Do you intend to seek employment in a Georgia public school or public charter school?
  - c. Do you intend to seek employment in a private school, other education organization, or in another industry (not education)?
  - d. If you intend to seek employment in a GA school, to how many school systems have you applied?
  - e. Have you applied for assistant principal/principal jobs?

Completion of this survey will be tied to the certification process so that it must be submitted before a certificate will be issued.

While data resulting from this survey will not be included in PPEMs, these data will be useful in explaining yield and will be included in PAAR, where the EPP will be able to use them to respond to positive or negative trends.

2. A second survey will be conducted after completers are hired in a Georgia public/or a Georgia public charter school. Formerly referred to as the *Completer Survey*, the *First Year Leader Survey* will be administered only to those completers employed in a GA public /charter school where the state-mandated evaluation system is used.