



Georgia Professional Standards Commission
Preparation Program Effectiveness Measures (PPEMs)
Frequently Asked Questions

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Frequently Asked Questions

1. What are the purposes of the PPEM reports?

The PPEMs have three purposes: first, to give EPPs and their programs data to inform *improvement*; second, to hold EPPs *accountable* for the quality of educators they produce; and third, to provide *transparency* to the public, including the K-12 education community, about the quality of teachers and leaders produced by each EPP. The ultimate goal of the PPEM reports is to improve student learning in Georgia through raising the quality of the preparation of teachers and leaders responsible for their education.

2. What has changed since 2020?

In 2020, Georgia stopped requiring the edTPA for certification, and earlier that year TKES teacher evaluations stopped being collected by public K-12 schools due to the COVID-19 pandemic. Data from both measures continued to be used through the 2021 PPEM publication, since the PPEMs use data collected primarily in the three prior years. Starting in 2022, the PPEMs have shifted to being a set of informative dashboards and reports, with no consequential rating calculated. This shift allows GaPSC to make the reports even more robust, including data that, while not suited for evaluating PPEMs under the previous design, may be very useful to EPPs for program improvement.

3. What is the difference between a program measure and an outcome measure?

A program measure is collected during or prior to the year that a candidate completes a preparation program. For most candidates, this means the measure is collected while they are in a program. In contrast, an outcome measure is collected during the first year of a candidate's employment in a Georgia public classroom or school.

4. What are minimum N sizes, and how are they used?

N stands for number; a minimum N size is the lowest amount of available data which the GaPSC will include on the public dashboard. The minimum N size is currently 10, and applies to each measure individually. Having a minimum N size helps to ensure the reliability of data shared on the PPEM dashboard. For programs or providers having fewer than 10 data points within the 3-year window for a measure, that data is not displayed to the public.

5. What if a program is missing one or more data elements?

If a program lacks data entirely for one of the data elements, or if data exists for fewer individuals than the minimum N size, GaPSC does not publicly display that data element. Instead, the dashboard shows ND, standing for No or Insufficient Data, as noted at the top of the dashboard.

6. How many years of data do the PPEMs use?

The PPEMs use primarily data collected during the prior three years. This includes data from those completing a program during those years, and data from those first employed during those years.

For instance, the PPEM calculated during academic year 2025 included primarily data collected during academic years 2012, 2023, and 2024 – except for surveys. Depending on the timing of survey response collection, current-year survey data is included to give EPPs access to the most up-to-date data possible. So, for instance, the PPEM calculated during academic year 2025 included survey data from 2023, 2024, and 2025.

7. Which test attempts count toward the PPEMs?

Candidates must attempt the GACE assessment within a window of time beginning at the time eligibility is granted by the EPP and ending on August 31 in the academic completion year (which runs from Sept. 1 through Aug. 31). Non-traditional programs that require a passing GACE score and thus do not grant GACE eligibility have no beginning point to the attempt window. For each program completer, the best result among all attempts per test within the attempt window will be used. Any program completer who did not attempt the entire assessment will have the non-attempts counted as non-passes for his/her program and provider PPEM. An individual completer may attempt a test as many times as needed or desired. Test scores from candidates who did not complete the program will not be used.

8. In which years of employment are employer and inductee surveys administered?

The inductee and employer surveys are administered the first year of employment following program completion to candidates employed in a Georgia public school, whether traditional or charter.

9. When will each measure be collected?

Inductee surveys, and employer surveys will be collected in April and May, while GACE will be collected at the end of the same academic completion year.

10. When will the PPEM results be reported?

PPEM data will be compiled by GaPSC annually in the late summer months (July to September) using data from the prior three academic years, and will be reported publicly four to five months following, to give time for data reconciliation with EPPs, if necessary.