CANDIDATE COMPETENCY AT COMPLETION
(Initial and Advanced Programs)

Candidate competency at completion is holistically measured through student teaching and internship evaluations of candidate performance in the school setting. The 2022-2023 data are as reported in this document.

Initial Programs

Candidates in any of the Initial Programs are evaluated with the Week 14 Final CPAST Consensus Form during Student Teaching.

2022-2023 Elementary Program Competencies at Completion

Competency Domain	N	# Candidates Target or Above	% Candidates Target or Above
Analysis of Teaching	16	16	100%
Assessment	16	16	100%
Critical Thinking and Reflective Practice	16	16	100%
Instructional Delivery	16	16	100%
Planning for Instruction	16	16	100%
Professional Commitment and Behaviors	16	16	100%
Professional Relationships	16	16	100%
Overall Evaluation Score	**16**	**16**	**100%**

2022-2023 Secondary Program Competencies at Completion

Competency Domain	N	# Candidates Target or Above	% Candidates Target or Above
Analysis of Teaching	13	13	100%
Assessment	13	13	100%
Critical Thinking and Reflective Practice	13	13	100%
Instructional Delivery	13	13	100%
Planning for Instruction	13	13	100%
Professional Commitment and Behaviors	13	13	100%
Professional Relationships	13	13	100%
Overall Evaluation Score	**13**	**13**	**100%**

Advanced Programs

Candidates in the Advanced Programs are evaluated by the Master's EL Mentor Evaluation of Intern Performance Rubric during the final internship experience. The Version 3 rubric was embedded into the courses during 2023 as part of continuous improvement and with the transition from Version 2 to Version 3, data was captured and displayed below.

2022-2023 Advanced Program Competencies at Completion (Principal Internship Evaluation Data)

Master's EL Mentor Evaluation of Intern Performance Rubric v.2

Competency Domain	N	# Candidates Target or Above	% Candidates Target or Above
High Level Leadership Abilities	763	739	97%
Appropriate Communications and Professional Approaches to School Leadership	763	748	98%
Appropriate Communications and Professional Approaches with Assignments	763	750	98%
Knowledge of Mission, Vision, and Core Values	763	742	97%
Supports School Community	763	738	97%
Focus on Equity and Cultural Responsiveness	763	743	97%
Curriculum, Instruction and Assessment	763	736	96%
Action Research Process for School Improvement	763	708	93%

Master's EL Mentor Evaluation of Intern Performance Rubric v.3

The Mentor Evaluation of Intern Performance Rubric v.3 was used in 13 sections during 9/1/2022 – 8/31/2023. The results are as follows.

Competency Domain	N	# Candidates Target or Above	% Candidates Target or Above
Applications of Data Literacy (CAEP RA1.1)	185	180	97%
Use and Understanding of Research (CAEP RA1.1)	185	172	93%
Employing Data Analysis/Evidence to Develop Supportive School Environments (CAEP RA1.1)	185	181	98%
Leading/Participating in Collaborative Activities (CAEP RA1.1)	185	177	96%
Applications of Technology (CAEP RA1.1)	185	181	98%
Professional Dispositions, Laws, Ethics, and Professional Standards (CAEP RA1.1)	185	183	99%
Mission, Vision, and Improvement (NELP 1)	185	178	96%
Ethics and Professional Norms (NELP 2)	185	183	99%

Equity, Inclusiveness, and Cultural Responsiveness (NELP 3)	185	181	98%
Learning and Instruction (NELP 4)	185	179	97%
Community and External Leadership (NELP 5)	185	179	97%
Operations and Management (NELP 6)	185	180	97%
Building Professional Capacity (NELP 7)	185	182	98%
Breadth of Internship Experiences (NELP 8)	185	181	98%